

Human Resource Management (2254)

Department of Management and Organization

P3 Spring 2021, 8 ECTS

Examinator: Mats Ehrnrooth

Appointment: By agreement (email)

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COURSE INFORMATION - OVERVIEW

Welcome to the course!

Please note that it starts out intensively with the first challenging deadline 1 week into the course.

The learning goals of this course are:

- You have an understanding of key HRM-related challenges, practices, concepts and theories.

After (successful) completion of the course you will be able to

- appreciate the difficult but potentially very important role of the HR function
- explain advantages and challenges with specific HRM practices & systems
- examine issues related to ethics & HRM efficiency

How we will work

The course involves a combination of live sessions, virtual guest lectures, and facilitation of discussions, individual and teamwork. Several of the sessions deal with pre-assignments and are thereby intended to be very interactive, depending in part on your input of course. I hope you will engage with the topics! The sessions are *not mandatory*, but a big part of the learning is expected to occur in-class through collective effort. Thus, 21 % of your grade will depend on your in-class participation in the scheduled sessions (including end of session reflections at the end of each session). Active work on assignments is required during the course, and delivering on time in particular if you aim for a good grade. In return, there is no exam at the end of it.

Pre-assignments, Deadlines & Evaluation criteria. The assignments will hopefully be both inspiring and challenging. See *'1. Course program & Deadlines'* for the deadlines & the publication of each pre-assignment. See *'2. Assignment guidelines & Marking Criteria'* (to be published by 18.1) for detail on the assignments and the evaluation criteria, so you know what is expected.

Several team assignments. The teams will be randomly (re)-created for each assignment. Team compositions will be published in Moodle. However, also the teamwork contains specified individual input in that everyone is supposed to read all materials, and write and submit their own initial answers to the assignment questions before the team gets together to discuss their final answers (see **Team-internal deadlines & meetings** in the *'1. Course program & Deadlines'*). You should be active and contact your team members, and respond when contacted through the contact information you have given when signing up for the course.

After each team assignment, students will carry out an **anonymous Team Member Performance Evaluation (TMPE)** of each team member's contribution which will partly influence student's grade. This TMPE is a matter of justice, aimed to discourage freeriding, but it is also intended to promote good

teamwork where everyone is active and takes due responsibility to maximize learning among team-members. In addition, it provides “real-life” experience of an important HRM practice. See **‘3. Teamwork guidelines’** (to be published by 18.1) for detail on the teamwork process.

The course will be delivered online (only) through Teams at least until 31.1 (after this possibly with option to come to class)

Examination

To pass the course you need (individually) to achieve:

- minimum 50 % of points for each assignment (including adjustments by the TMPE)

The weights of the different parts of the examination are as follows:

Assignment I (team)	15%; Topic: The HR function
Assignment II (team)	15%; Topic: Compensation & the HRM system
Assignment III (team)	15%; Topic: Performance appraisal
Assignment IV (individual)	34%; Topic: Ethics & HRM efficiency
In-class participation (voluntary)	21%; End of session reflections (max 3% /sessions 2-8)

TOTALT: max 100%