

HURN01, Psychology and Sociology: Human Resources - Concepts, Theory and Applied Methods, 15 credits

*Psykologi och sociologi: Human Resources - begrepp, teori och tillämpade metoder,
15 högskolepoäng*
Second Cycle / Avancerad nivå

Details of approval

The syllabus was approved by Programme committee for the Bachelor- and Master Programmes in Human Resource Development and Labour on 2024-10-01. The syllabus comes into effect 2025-03-18 and is valid from the autumn semester 2025.

General information

The course is offered as a compulsory course in the Master's Programme in Human Resources, 120 credits.

Language of instruction: English

<i>Main field of study</i>	<i>Specialisation</i>
Sociology	A1N, Second cycle, has only first-cycle course/s as entry requirements
Psychology	A1N, Second cycle, has only first-cycle course/s as entry requirements

Learning outcomes

For a grade of Pass on the course, the students shall be able to

Knowledge and understanding

- demonstrate specialised knowledge of the scientific foundations of Human Resources research (1)
- demonstrate a specialised understanding of organisational theory principles and methods for analysing organisations (2)

- demonstrate knowledge of the importance of social sustainability in Human Resources (3)
- demonstrate knowledge of the link between innovation processes and Human Resources tasks in an organisation (4)
- demonstrate an understanding of how innovation processes and work on social sustainability can be combined and reinforce each other from a Human Resources perspective (5).

Competence and skills

- demonstrate specialised skills in searching and compiling research in the field (6)
- demonstrate good skills in analysing the practical challenges of Human Resources and identifying opportunities to promote innovation and social sustainability (7)
- demonstrate proficiency in designing Human Resources for organisational and employee development (8)
- demonstrate the ability to work in groups and contribute to developing the group's working methods (9)
- demonstrate the ability to account for and discuss their conclusions and the knowledge and arguments that form the basis for these, in speech and in writing, in dialogue with different groups (10).

Judgement and approach

- demonstrate a specialised ability to evaluate the function, role and responsibilities of Human Resources within an organisation (11)
- demonstrate good skills in evaluating literature in relation to the task and state of knowledge (12)
- demonstrate a specialised ability to evaluate, on an ethical basis, how Human Resources can act within organisations, society and as a professional community to promote Human Resources as a developmental and positive force in organisations, society and the professional community (13),
- demonstrate the ability to evaluate scientific communication and independently monitor the development of knowledge in the field (14).

Course content

The course introduces and creates a practical understanding of complex concepts and processes such as sustainability, innovation, personnel and development. The course aims to create an understanding of the interaction between individual, group, organisational and societal processes, and how these are analysed from psychological and sociological perspectives. Through work in coherent project groups that are given progressively more advanced tasks, the course aims to stimulate knowledge exchange and integrated learning. The course introduces the different methods, theoretical orientations and principles that underpin understanding of these processes and perspectives. There is a particular focus on how Human Resources can become a driving force for organisational renewal.

During the course, students work on a project report and an individual paper.

Course design

The teaching consists of lectures, workshops, group assignments, individual assignments and seminars. Participation in group assignments and seminars is compulsory, as is completion of individual assignments, unless valid reasons apply. Students who have been unable to participate due to circumstances beyond their control such as accidents, sudden illness or similar events will be offered the opportunity to compensate for or resit compulsory components. This also applies to students who have missed teaching sessions due to duties as a student representative.

Assessment

The project report is assessed based on a written group report (5 credits), (learning outcomes 1, 2, 6, 9, 10) and an oral group presentation of the report (2 credits), (learning outcomes 9, 10).

The individual paper is assessed based on an individual take-home exam (8 credits), (learning outcomes 1-8, 10-14).

The examiner, in consultation with Disability Support Services, may deviate from the regular form of examination in order to provide a permanently disabled student with a form of examination equivalent to that of a student without a disability.

Grades

Grading scale includes the grades: U=Fail, E=Sufficient, D=Satisfactory, C=Good, B=Very Good, A=Excellent

The grade for unacceptable results is Fail. The student's results are assessed based on the learning outcomes of the course. For the grade of E, the student must demonstrate sufficient results. For the grade of D, the student must show satisfactory results. For the grade of C, the student must show good results. For the grade of B, the student must show very good results. For the grade of A, the student must show excellent results. For the grade of Fail, the student has demonstrated unacceptable results. At the start of the course, the student is informed about the learning outcomes stated in the syllabus and the grading scale and how this is applied during the course.

For the grading scale above, the modules' project report, written (5 credits), and project report, oral (2 credits), are excluded. The grades awarded for these modules are Pass or Fail. To be awarded a grade for the course as a whole, the student must be awarded a grade of Pass on the modules' project report, written (5 credits), project report, oral (2 credits), and at least the grade of E on the module individual paper (8 credits). The grade for the course as a whole is based on the grade awarded for the individual paper.

Entry requirements

Admission to the course requires the equivalent of a Swedish Bachelor's degree with one of the following main fields of study: psychology or sociology (including at least 90 credits with a specialisation in one of these main field of study, of which at least 15 credits in total are quantitative and qualitative methodology) with a specialisation in Human Resources, personnel and working life, occupational science or equivalent.

Oral and written proficiency in English equivalent to English 6/B in Swedish upper secondary school is a requirement. Recognition of qualifications will be assessed in accordance with national guidelines.