Faculty of Social Sciences

HURN06, Psychology and Sociology: Data-driven Organisational and Human Resource Analysis and Evaluation, 15 credits

Psykologi och sociologi: Datadriven ledning, analys och utvärdering inom Human Resources, 15 högskolepoäng

Second Cycle / Avancerad nivå

Details of approval

The syllabus was approved by Programme committee for the Master of Science Programme in Human Resources on 2026-04-08. The syllabus comes into effect 2026-04-13 and is valid from the autumn semester 2026.

General information

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

Language of instruction: English

Main field of study	*Specialisation*
Sociology	A1F, Second cycle, has second-cycle course/s as entry requirements
Psychology	A1F, Second cycle, has second-cycle course/s as entry requirements

Learning outcomes

For a pass grade on the course, the student is to be able to

Knowledge and understanding

- be able to describe historical perspectives on HR management, analysis and evaluation as a social and organisational phenomenon, and explain the link between historical and contemporary perspectives. (1)

- be able to explain fundamental theories, perspectives and concepts within management, strategic communication, analysis and evaluation relevant to HR. (2)
- demonstrate an understanding of ethical and critical perspectives on management, strategic communication, analysis and evaluation within HR specifically and working life in general. (3)
- demonstrate an understanding of how analysis and evaluation can be used to develop organisations. (4)
- demonstrate an understanding of contemporary developments and the impact of digitalisation, artificial intelligence (AI) and data management within HR specifically and working life in general. (5)

Competence and skills

- be able to describe and compare perspectives and theories in management, strategic communication, analysis and evaluation, both in writing and orally. (6)
- be able to apply theories and perspectives within the course's thematic areas in a practical, project-based context. (7)
- be able to search for, identify, evaluate and interpret relevant information, compile and organise supporting material, and communicate this orally and in writing. (8)

Judgement and approach

- be able to reflect on management, analysis and evaluation, and their significance for organisations in general and HR in particular. (9)
- be able to assess how analysis and evaluation can be used in an ethical and sustainable manner to develop organisations and HR work. (10)

Course content

The course provides knowledge, understanding and practical skills in management, strategic communication, analysis and evaluation. The course also aims to provide an understanding of the historical context and the overarching principles and perspectives that underpin contemporary approaches to management and evaluation. Students actively participate in deepening their understanding of how the interplay between analysis, evaluation and management influences operations, and develop their ability to identify underlying values. Management and analysis are described theoretically from sociological perspectives. The course addresses various themes that are significant for the activities and development of individuals and organisations, such as control, objectivity, transparency, social trust, and practical knowledge. These themes may vary, but are linked to fundamental questions concerning management and analysis. Overall, the course provides students with in-depth knowledge and skills to work with, critically assess, or conduct research on management, strategic communication, analysis and evaluation within the framework of Human Resources.

The course consists of two main parts. During the first few weeks, the course covers sociological perspectives on management, analysis and evaluation, with lectures interspersed with student-led presentations and activities. The second part of the course is devoted to project work, in which theories and concepts from the first part of the course are applied and examined within the framework of a real-world case

study.

Course design

Teaching takes the form of lectures, supervision and active learning activities, such as student-led activities, project work and seminars. Attendance at seminars is compulsory. Absence from seminars must be made up by completing a written assignment later in the course.

Assessment

The course is examined through

Oral Group Presentation, 1,5 credits (learning outcome 1-6, 8)

Individual Group Process Evaluation, 1,5 credits (learning outcomes 8, 10)

Project Report written in group with presentation in an oral seminar, 4 credits (learning outcomes 1-7, 9-10)

Individual oral examination, 8 credits (learning outcomes 1-6, 9)

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 student's performance is assessed based on the course's learning objectives. For a grade of E, the student has demonstrated adequate performance. For a grade of D, the student has demonstrated satisfactory performance. For a grade of C, the student has demonstrated good performance. For a grade of B, the student has demonstrated very good performance. For a grade of A, the student has demonstrated excellent performance. For a grade of Fail, the student has demonstrated an insufficient result. At the start of the course, students are informed of the course syllabus's learning objectives and the grading scale and its application in the course.

Oral Group Presentation (1,5 credits), individual written Group Process Evaluation (1,5 credits) and Project Report (4 credits) are excluded from the above grading scale. These components are graded using a Pass or Fail designation. To obtain a grade for the full course, students must achieve a pass in these examinations and a minimum grade of E in the individual oral examination (8 credits). The grade for the full course is determined by the grade achieved in the individual oral examination.

Entry requirements

Admission to the course requires a Swedish bachelor's degree in one of the following main areas: psychology or sociology (including at least 90 credits with specialization in one of these main areas, of which at least 15 credits must be in quantitative and qualitative methods) with a focus on human resources, personnel and working life, work science, or equivalent. Oral and written proficiency in English equivalent to English 6/B from Swedish upper secondary school is required. Equivalence is determined in accordance with national guidelines.

In addition, students must have successfully completed two of the following three courses: HURN01, Psychology and Sociology: Human Resources - Concepts, Theory and Applied Methods, 15 credits; HURN02, Psychology and Sociology: Social Sustainability and Human Resources, 15 credits; and/or HURN03, Psychology and

Sociology: Innovation and Human Resources, 15 credits.