

Course Syllabus:

Psychology BA (B), Human Resource Management, 7.5 credits

General data

Code	PS168G
Subject/Main field	Psychology
Cycle	First cycle
Progression	B
Orientation (name)	
Credits	7.5
Progressive specialisation	G1F , First cycle, has less than 60 credits in first-cycle course/s as entry requirements
Answerable institution	Psychology and Social Work
Adapted	2020-10-02
Established	2021-05-10
Date of change	2021-09-22
Valid from	2022-01-06

Aim

The aim of the course is to provide knowledge in psychology in the central area of application, relevant to working life in general, and for personnel management (HRM) in practice.

Course objectives

After completing the course, students should be able to:

Knowledge and understanding

- account for the human resources planning and the main content of the recruitment process
- account for different selection and assessment methods in recruitment, their validity and reliability
- describe the work of different organizations on a human resource management at a strategic as well as an operative level

Skills and Abilities

- carry out recruitment process including professional job interviews

Judgement and approach

- evaluate ethical approaches of the workplace/organization regarding human resource management on a strategic as well as an operative level
- evaluate ethical aspects of the recruitment process

Content

The course aims to provide a deeper understanding of the psychology of human resource management, and the development of both personnel and organizations.

Entry requirements

30 credits (ECTS) in psychology.

English B/English 6 from Swedish gymnasium or the equivalent.

Selection rules and procedures

The selection process is in accordance with the Higher Education Ordinance and the local order of admission.

Teaching form

Teaching is conducted in the form of lectures, seminars, practical exercises, and feedback on essay writing.

Attendance at exercises, seminars and guest lectures are compulsory.

Students, who do not meet the requirements for the course, gives the possibility to complete this at the next available assessment opportunity.

Examination form

1101: Moment 1, The HR function and its ethical aspects - Oral Presentation, 1,5 credits

Grading: Fail (U) or Pass (G)

1201: Moment 2, Job analysis - Written Assignment, 1,5 credits

Grading: Fail (U) or Pass (G)

1301: Moment 3, Interview technique, testing and feedback - Oral and Written Assignment, 4,5 credits

Grading: Fail (U), Pass (G), or Pass with distinction (VG)

The assignment is written in accordance with the APA standard. Several elements are included in the examination.

Students will be assessed through individual written assignments, group works and active participation in compulsory activities.

Assignments should be submitted within a given time frame. Delayed submission will result in a the grades G or U. If the student wishes to have access to the full grade scale after the deadline, the student is referred to re-examination.

The examiner has the right to offer alternative examination arrangements to students who have been granted the right to special support by Mid Sweden University's disabilities adviser.

Grading criteria, see <https://www.miun.se/en/education/why-mid-sweden-university/study-methods-and-examination/grading-criteria/>

Examination restrictions

Students registered to this version of the course have the right to be examined three times within one year according to the same syllabus. After that the latest version of the syllabus applies.

Grading system

Fail (U), Pass (G), or Pass with distinction (VG)

Course reading

Required literature

Author: Ahl, H., Bergmo-Prvulovic, I. & Kilhammar, K.
Title: Human Resource Management: A Nordic Perspective
Edition: Latest edition
Publisher: Routledge

Author: Edenborough, R.
Title: Assessment Methods in Recruitment, Selection and Performance: A Manager's Guide to Psychometric Testing, Interviews and Assessment Centres
Edition: Latest edition
Publisher: Kogan Page Limited

Research papers will be added by the teacher. Additionally, students will choose their own peer reviewed papers with HR perspectives from different countries for a comparative approach.