

## Advanced HRM (Advanced study course in business administration)

Title	Advanced HRM (Advanced study course in business administration)
Semester	E2023
Master programme in	Virksomhedsstudier / Virksomhedsledelse / Business Administration and Leadership / Virksomhedsledelse
Type of activity	Course
Teaching language	English
Study regulation	Read about the Master Programme and find the Study Regulations at <a href="http://ruc.dk">ruc.dk</a>

### REGISTRATION AND STUDY ADMINISTRATIVE

Registration	<p>You register for activities through <a href="#">stads selvbetjening</a> during the announced registration period, which you can see on the <a href="#">Study administration homepage</a>.</p> <p>When registering for courses, please be aware of the potential conflicts and overlaps between course and exam time and dates. The planning of course activities at Roskilde University is based on the recommended study programmes, which should not overlap. However, if you choose optional courses and/or study plans that goes beyond the recommended study programmes, an overlap of lectures or exam dates may occur depending on which courses you choose.</p>
Number of participants	
ECTS	5
Responsible for the activity	Martin Lund Kristensen ( <a href="mailto:malupe@ruc.dk">malupe@ruc.dk</a> )
Head of study	Mette Apollo Rasmussen ( <a href="mailto:apollo@ruc.dk">apollo@ruc.dk</a> )
Teachers	
Study administration	ISE Registration & Exams ( <a href="mailto:ise-exams@ruc.dk">ise-exams@ruc.dk</a> )
Exam code(s)	U60282GB

### ACADEMIC CONTENT

Overall objective	<p>Advanced study course in business administration.</p> <p>Via the course, students acquire critical and ethical insight and understanding of selected topics in advanced Human Resource</p>
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Detailed description of content

Management. The focus is on the processes of change in which HRM is currently involved, e.g. sustainable development, technology and people, new forms of organisation, etc. The objective of the course is to provide students with a problem-oriented approach to understanding HRM and HRM practices, as well as relevant analytical tools and a solution orientation in relation to HRM.

This course is for both Danish and international students. The lectures will be taught in English. The exam paper is in English.

In this course, students explore advanced themes within HRM, technology, and the labour market. The themes will appear from Moodle and can to some extent be organized with the students. Examples of themes that students can be introduced to are:

Organizational designs of the future - what role does technology play in coordination, practice and structures?

Upgrading and retraining of the workforce in the digital age

Work via platforms, deregulation and hidden regulation of work

Gig economy, 4IR, artificial intelligence and HRM

What influence does artificial intelligence have on work, people and organizations?

Humans and robots in the workplace

Algorithms at work

Employee involvement in the technological transformation of the workplace

The course takes the form of an advanced specialization course. The students are introduced to a number of themes within the overall framework: HRM, technology and the labour market.

The course consists of theme-oriented courses-session, each lasting two hours. Theoretical as well as practical examples and descriptions of HRM, technology and labour market, which are available in various texts and research literature will be used to inspire discussions in class. Students' own empirical observations of technology in the workplace will also be included in the course to the extent possible.

During the course the students train on different cases how to apply a problem-oriented approach to understanding HRM and HRM practices, as well as relevant analytical tools and a solution orientation in relation to HRM.

Course material and Reading list

The course literature is made available via Moodle.

Overall plan and expected work effort

The course is 5 ECTS and consists of 135 working hours per student. This includes all activities such as reading, preparation, attendance, presentations and paper writing.

The expected work is distributed as follows:

Courses: 10 lessons of 2 hours, a total of 20 teaching hours.

	<p>Reading and preparation for the teaching sessions: 67 hours (incl. Searching and reading scientific articles for paper writing)</p> <p>Exam: 48 hour</p>
Format	Campus
Evaluation and feedback	<p>The activity are evaluated regularly regarding the study board evaluation procedure. The activity responsible will be orientated about a potential evaluation of the activity at semesterstart. Se link to the study board evaluation praxis here <a href="https://intra.ruc.dk/nc/for-ansatte/organisering/raad-naevn-og-udvalg/oversigt-over-studienaevn/studienaevn-for-erhvervsoekonomi-og-virksomhedsstudier/arbejdet-med-kvalitet-i-uddannelserne/">https://intra.ruc.dk/nc/for-ansatte/organisering/raad-naevn-og-udvalg/oversigt-over-studienaevn/studienaevn-for-erhvervsoekonomi-og-virksomhedsstudier/arbejdet-med-kvalitet-i-uddannelserne/</a></p>
Programme	<p>Lecture 1: Introduction to the course and the exam and general introduction to HRM and technology</p> <p>Lecture 2: The organization design of the future. The role of technology in coordination, practices, and structures</p> <p>Lecture 3: Sustainability in digital transformation – a task for HRM?</p> <p>Lecture 4: Motivation and reward management in the digital age</p> <p>Lecture 5: The human costs of new work forms + Small workshop 1: Writing your 48-hour exam paper</p> <p>Lecture 6: Platform economy and the gig economy</p> <p>Lecture 7: Qualification and re-qualification of the workforce in the digital revolution</p> <p>Lecture 8: How does AI influence work, people, and organizations?</p> <p>Lecture 9: New technological hiring practices in HRM</p> <p>Lecture 10: Wrapprig up the course, and small workshop 2: Writing your 48-hour exam paper</p>
<b>ASSESSMENT</b>	
Overall learning outcomes	<ul style="list-style-type: none"> <li>Students acquire knowledge and insight into current theories of HRM and the role of HRM in current transformation processes in relation to companies, technology, the labour market and society. They also gain an understanding of how people are affected and influenced by the current processes of change, including, for example, the need for and development of new skills, ways of organising, wage formation, working conditions, etc. Students learn to develop, assess and evaluate relevant HRM strategies on the basis of specific business examples and contexts. Finally, students acquire the skills to perceive the implications of new knowledge and to reflect on the utility of theories and tools.</li> </ul>
Form of examination	Individual written take-home assignment

	<p>The character limit of the assignment is: 14,400-16,800 characters, including spaces. The character limit includes the cover, table of contents, bibliography, figures and other illustrations, but exclude any appendices.</p> <p>The duration of the take-home assignment is 48 hours and may include weekends and public holidays.</p> <p>Assessment: 7-point grading scale.</p>
Form of Re-examination	Samme som ordinær eksamen / same form as ordinary exam
Type of examination in special cases	
Examination and assessment criteria	<p>The theme for the 48-hour exam assignment will be chosen by the course responsible within the framework of the course, and the context is organizational.</p> <p>The exam paper you write during the 48-hour exam needs to be problem oriented.</p> <p>Scientific literature and theories are to be used related to the overall theme of HRM, technology and the labour market.</p> <p>Papers are written individually and you explain and specifying the research question that you will examine in regard to the theme chosen for the exam.</p> <p>Relevant cases to explore are typically concerning problems and challenges surfacing in connection with new technology in various organizations.</p> <p>Assessment criteria:</p> <p>Does your exam paper demonstrate understanding of what the problem is, and why it is important? Is the research question clear?</p> <p>Does the exam paper and the analysis have a clear structure? Is it clear how the problem, as defined in the RQ, will be examined? Does the problem emerge by the use of literature and / or data?</p> <p>Is relevant scientific literature and theories used?</p> <p>Is there a movement from the particular problem by which the paper is concerned to a general problem?</p>
Exam code(s)	Exam code(s) : U60282GB

Course days:

Hold: 1

## Advanced HRM (BAL, VL)

time	15-09-2023 10:15 til 15-09-2023 12:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	25.2-035 - auditorie 25 (145)
Teacher	Martin Lund Kristensen ( malupe@ruc.dk )

## Advanced HRM (BAL, VL)

time	22-09-2023 10:15 til 22-09-2023 12:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	46.2-042 - teorirum 46.2 (90)
Teacher	Margit Neisig ( neisig@ruc.dk )

## Advanced HRM (BAL, VL)

time	29-09-2023 10:15 til 29-09-2023 12:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	46.2-042 - teorirum 46.2 (90)
Teacher	Margit Neisig ( neisig@ruc.dk )

## Advanced HRM (BAL, VL)

time	06-10-2023 10:15 til 06-10-2023 12:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	46.2-042 - teorirum 46.2 (90)
Teacher	Martin Lund Kristensen ( malupe@ruc.dk )

## Advanced HRM (BAL, VL)

time 13-10-2023 10:15 til  
13-10-2023 12:00

location 46.2-042 - teorirum 46.2 (90)

Teacher Martin Lund Kristensen ( malupe@ruc.dk )

## Advanced HRM (BAL, VL)

time 27-10-2023 10:15 til  
27-10-2023 12:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt

location 46.2-042 - teorirum 46.2 (90)

Teacher Stefan Thorbjørnsen ( stefant@ruc.dk )

## Advanced HRM (BAL, VL)

time 03-11-2023 10:15 til  
03-11-2023 12:00

location 46.2-042 - teorirum 46.2 (90)

Teacher Stefan Thorbjørnsen ( stefant@ruc.dk )

## Advanced HRM (BAL, VL)

time 10-11-2023 10:15 til  
10-11-2023 12:00

location 46.2-042 - teorirum 46.2 (90)

Teacher Stefan Thorbjørnsen ( stefant@ruc.dk )

## Advanced HRM (BAL, VL)

time 17-11-2023 10:15 til  
17-11-2023 12:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt

location 46.2-042 - teorirum 46.2 (90)

Teacher

Stefan Thorbjørnsen ( stefant@ruc.dk )

## Advanced HRM (BAL, VL)

time 01-12-2023 10:15 til  
01-12-2023 12:00

location 46.2-042 - teorirum 46.2 (90)

Teacher Martin Lund Kristensen ( malupe@ruc.dk )

## Advanced HRM - Exam

time 02-01-2024 10:00 til  
04-01-2024 10:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt

## Advanced HRM - Reexam

time 14-02-2024 10:00 til  
16-02-2024 10:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt