

# The Firm's External Relations - HRM, Technology and the Labor Market

## About the course

subject	Virksomhedsstudier / Virksomhedsledelse
activitytype	master course
Teaching language	English
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>
Detailed description of content	<p>This course is for both Danish and international students. The lectures will be taught in English. The exam paper may be written in Danish or English.</p> <p>In this course, students explore advanced themes within HRM, technology, and the labour market. The seminar 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:</p> <ol style="list-style-type: none"><li>1. Organizational designs of the future - what role does technology play in coordination, practice and structures?</li><li>2. Upgrading and retraining of the workforce in the digital age</li><li>3. Work via platforms, deregulation and hidden regulation of work</li><li>4. Gig economy, 4IR, artificial intelligence and HRM</li><li>5. What influence does artificial intelligence have on work, people and organizations?</li><li>6. Humans and robots in the workplace</li><li>7. Algorithms at work</li><li>8. Employee involvement in the technological transformation of the workplace</li></ol> <p>The thematic seminar series 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, but concentrate their written assignments on a problem of their own choice.</p> <p>The course consists of theme-oriented seminars, 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 seminar to the extent possible.</p> <p>At the beginning of the seminar, theories and examples are read, discussed and presented. Then situations and research questions are discussed in relation to papers, of which the students must prepare during the seminar. The seminar series will also focus on how to prepare your exam paper. At the end of the seminar, students will present their paper drafts and receive feedback from their fellow students followed by a plenary session.</p>
Expected work effort (ECTS-declaration)	<p>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.</p> <p>The expected work is distributed as follows:</p> <p>Courses: 10 lessons of 2 hours, a total of 20 teaching hours.</p> <p>Reading and preparation for the teaching sessions: 60 hours (incl. Searching and reading scientific articles for paper writing)</p> <p>Paper writing: 55 hours</p>
Course material and Reading list	The syllabus is made available via Moodle.
Evaluation- and feedback forms	Class discussions, peer feedback on paper draft, midterm and final evaluation

Administration of exams	ISE Studieadministration ( <a href="mailto:ise-studieadministration@ruc.dk">ise-studieadministration@ruc.dk</a> )
Responsible for the activity	Jette Ernst ( <a href="mailto:jeternst@ruc.dk">jeternst@ruc.dk</a> )
ECTS	5
Learning outcomes and assessment criteria	<ul style="list-style-type: none"> <li>• <b>Knowledge and understanding:</b> <ul style="list-style-type: none"> <li>About the issues businesses face in a complex society</li> </ul> </li> <li>• About analytical perspectives on a business's legitimacy and responsibility in terms of customers, employees and society</li> <li>• About theoretical and empirical analyses of businesses in the context of a complex societal development and globalisation</li> <li>• <b>Skills:</b> <ul style="list-style-type: none"> <li>In analysing a business's development, management and organisational processes in the context of the conditions imposed by its surroundings</li> </ul> </li> <li>• Using analyses to create concrete strategies for the business's legitimacy and responsibility</li> <li>• In communicating with a business's employees and management about the business's external relationships and their significance for the business's development and value creation</li> <li>• <b>Competences:</b> <ul style="list-style-type: none"> <li>In working with a business's legitimacy and responsibility in a problem-oriented and concrete manner</li> </ul> </li> <li>• In translating one's own observations into a relevant and practical analysis</li> </ul>
Overall content	Theme seminars can work with themes such as HRM, technology and the labour market, corporate strategies for legitimisation, experience-based business development, Business Ethics and Corporate Social Responsibility, marketing and financial institutions and markets. There will be a combination of lectures, workshops with student presentations of theory and observations of cases. Analytically, work will be done with gaining an understanding of how a business is impacted by trends in their surroundings and how a business can become sensitive to its surroundings and, from a management perspective, manage its external relationships. Students must choose an analytical perspective within the theme of the theme seminar which they will then write an essay on.
Teaching and working methods	There will be a number of theme seminars lasting 2-4 hours. Examples and descriptions of situations will be used to delimit the scope of the discussion. These have been prepared specifically for this purpose or be available in materials from empirical studies. The students' own empirical observations will be included in the seminar, as they will individually make contact with businesses and describe how these work with their surroundings. At the start of the seminar, theories and examples will be studied, discussed and presented. Subsequently, situations and research questions will be discussed in relation to papers that the students will prepare drafts for over the course of the seminar. At the end of the seminar, the students will present their drafts for their papers and receive feedback from an opponent, followed by a plenary discussion.
Type of activity	Elective course
Form of examination (p1)	<p>Individual written take-home assignment in a research question of own choice.</p> <p>The character limit of the assignment is: 16,800-21,600 characters, including spaces. The character limit includes the cover, table of contents, bibliography, figures and other illustrations, but exclude any appendices.</p> <p>The students start writing the take-home assignment during the course. The duration is 7 days and may include public holidays. The submission deadline will be announced on <a href="http://study.ruc.dk">study.ruc.dk</a>.</p> <p>Assessment: 7-point grading scale.</p>
Form of Re-examination (p1)	Samme som ordinær eksamen
Exam code(s)	Exam code(s) : U41631

Course days:

Hold: 1

## The Firms External Relations - HRM, Technology and the Labor Market (BAL, BS, VL, VS)

time	08-09-2021 10:15 til 08-09-2021 12:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	03.1-s03 - auditorie a (120)
Teacher	Jette Ernst ( jeternst@ruc.dk )

## The Firms External Relations - HRM, Technology and the Labor Market (BAL, BS, VL, VS)

time	15-09-2021 10:15 til 15-09-2021 12:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	46.1-049 - auditorie 46 (138)
Teacher	Jette Ernst ( jeternst@ruc.dk )

## The Firms External Relations - HRM, Technology and the Labor Market (BAL, BS, VL, VS)

time	22-09-2021 10:15 til 22-09-2021 12:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	25.2-035 - auditorie 25 (145)
Teacher	Stefan Thorbjørnsen ( stefant@ruc.dk )

## The Firms External Relations - HRM, Technology and the Labor Market (BAL, BS, VL, VS)

time	29-09-2021 10:15 til 29-09-2021 12:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	46.1-049 - auditorie 46 (138)
Teacher	Ada Scupola ( ada@ruc.dk )

## The Firms External Relations - HRM, Technology and the Labor Market (BAL, BS, VL, VS)

time	06-10-2021 10:15 til 06-10-2021 12:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	07.2-008 - undervisningslokale (120)
Teacher	Margit Neisig ( neisig@ruc.dk )

## The Firms External Relations - HRM, Technology and the Labor Market (BAL, BS, VL, VS)

time	13-10-2021 10:15 til 13-10-2021 12:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	04.1-06.1-014 - teorirum 04/06 (130)
Teacher	Ada Scupola ( ada@ruc.dk )

## The Firms External Relations - HRM, Technology and the Labor Market (BAL, BS, VL, VS)

time	20-10-2021 10:15 til 20-10-2021 12:00
location	04.1-06.1-014 - teorirum 04/06 (130)
Teacher	Margit Neisig ( neisig@ruc.dk )

## The Firms External Relations - HRM, Technology and the Labor Market (BAL, BS, VL, VS)

time	27-10-2021 10:15 til 27-10-2021 12:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	04.1-06.1-014 - teorirum 04/06 (130)
Teacher	Stefan Thorbjørnsen ( stefant@ruc.dk )

## The Firms External Relations - HRM, Technology and the Labor Market (BAL, BS, VL, VS)

time	03-11-2021 10:15 til 03-11-2021 12:00
location	04.1-06.1-014 - teorirum 04/06 (130)
Teacher	Jette Ernst ( jeternst@ruc.dk )

## The Firms External Relations - HRM, Technology and the Labor Market - Exam (BAL, BS, VL, VS)

time 10-11-2021 10:00 til  
17-11-2021 10:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt

## The Firms External Relations - HRM, Technology and the Labor Market (BAL, BS, VL, VS)

time 10-11-2021 10:15 til  
10-11-2021 12:00

location 04.1-06.1-014 - teorirum 04/06 (130)

Teacher Jette Ernst (jeternst@ruc.dk)

## The Firms External Relations - HRM, Technology and the Labor Market - Reexam (BAL, BS, VL, VS)

time 21-02-2022 10:00 til  
28-02-2022 10:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt