

## Advanced HRM

Title	Advanced HRM
Semester	E2022
Master programme in	Virksomhedsstudier / Virksomhedsledelse / Business Administration and Leadership / Virksomhedsledelse
Type of activity	Course
Teaching language	English
Study regulation	

### REGISTRATION AND STUDY ADMINISTRATIVE

Registration	<p>Sign up for study activities at <a href="#">STADS Online Student Service</a> within the announced registration period, as you can see on the <a href="#">Study administration homepage</a>. When signing up for study activities, please be aware of potential conflicts between study activities or exam dates.</p> <p>The planning of activities at Roskilde University is based on the recommended study programs which do not overlap. However, if you choose optional courses and/or study plans that goes beyond the recommended study programs, 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	Margit Neisig ( <a href="mailto:neisig@ruc.dk">neisig@ruc.dk</a> )
Head of study	Margit Neisig ( <a href="mailto:neisig@ruc.dk">neisig@ruc.dk</a> )
Teachers	
Study administration	ISE Studyadministration ( <a href="mailto:ise-studyadministration@ruc.dk">ise-studyadministration@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 Management. The focus is on the processes of change in which HRM is currently involved, e.g. sustainable development, technology and people,</p>
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Detailed  
description of  
content

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, but concentrate their written assignments on a problem of their own choice within the overall framework of 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.

At the beginning of the course, 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 course will also focus on how to prepare your exam paper. At the end of the course, students will present their paper drafts and receive feedback from their fellow students followed by a plenary session.

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.

	<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: 67 hours (incl. Searching and reading scientific articles for paper writing)</p> <p>Paper writing: 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, + General introduction to HRM and technology</p> <p>Lecture 2: how remote work affects employees' work-life balance and well-being + Small workshop: Writing an academic paper, conducting a literature search, and preparing a literature review.</p> <p>Lecture 3: New modes of work and new working conditions</p> <p>Lecture 4: Algorithms at work in HRM</p> <p>Lecture 5: Motivation and reward management in the digital age</p> <p>Lecture 6: The human costs of new work forms + Small workshop: Writing your exam paper</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: The organization design of the future. The role of technology in coordination, practices, and structures</p> <p>Lecture 10: Exam paper presentation and peer feedback</p>

## ASSESSMENT

Overall learning outcomes

- 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.

Form of examination	<p>Individual written take-home assignment</p> <p>The character limit of the assignment is: 16,800-24.000 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 10 weeks 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	Samme som ordinær eksamen / same form as ordinary exam
Type of examination in special cases	
Examination and assessment criteria	<p>The paper:</p> <p>Must be written within the framework of the course, that is, the context is organizational, and scientific literature and theories are to be used related to the overall theme of HRM, technology and the labour market.</p> <p>The paper is problem oriented.</p> <p>The paper can be empirical (you can collect your own data) or you can base it on secondary data and research literature alone.</p> <p>Papers are written individually and a specific research question is worked out that explain what will be examined in the paper.</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 the assignment demonstrate understanding of what the problem is, and why it is important? Is the research question clear?</p> <p>Does the assignment 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 secondary 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 09-09-2022 12:15 til  
09-09-2022 14:00

location 40.2-25 - teorirum (foldedør ud til kantineområdet) (50)

Teacher Margit Neisig ( neisig@ruc.dk )

## Advanced HRM (BAL, VL)

time 16-09-2022 12:15 til  
16-09-2022 14:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt

location 03.1-ne01 - auditorie c (50)

Teacher Martin Lund Kristensen ( malupe@ruc.dk )

## Advanced HRM (BAL, VL)

time 23-09-2022 12:15 til  
23-09-2022 14:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt

location 40.2-25 - teorirum (foldedør ud til kantineområdet) (50)

Teacher Jette Ernst ( jeternst@ruc.dk )

## Advanced HRM (BAL, VL)

time 30-09-2022 12:15 til  
30-09-2022 14:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt

location 03.1-ne01 - auditorie c (50)

Teacher Jette Ernst ( jeternst@ruc.dk )

## Advanced HRM (BAL, VL)

time	07-10-2022 12:15 til 07-10-2022 14:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	03.1-ne01 - auditorie c (50)
Teacher	Martin Lund Kristensen ( malupe@ruc.dk )

## Advanced HRM (BAL, VL)

time	14-10-2022 12:15 til 14-10-2022 14:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	40.2-25 - teorirum (foldedør ud til kantineområdet) (50)
Teacher	Martin Lund Kristensen ( malupe@ruc.dk )

## Advanced HRM (BAL, VL)

time	28-10-2022 12:15 til 28-10-2022 14:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	40.2-25 - teorirum (foldedør ud til kantineområdet) (50)
Teacher	Stefan Thorbjørnsen ( stefant@ruc.dk )

## Advanced HRM (BAL, VL)

time	04-11-2022 12:15 til 04-11-2022 14:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	43.2-29 - teorirum (foldedør ud til kantineområdet) (50)
Teacher	Stefan Thorbjørnsen ( stefant@ruc.dk )

## Advanced HRM (BAL, VL)

time 11-11-2022 12:15 til  
11-11-2022 14:00

location 40.2-25 - teorirum (foldedør ud til kantineområdet) (50)

Teacher Margit Neisig ( neisig@ruc.dk )

## Advanced HRM (BAL, VL)

time 18-11-2022 12:15 til  
18-11-2022 14:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt

location 03.1-ne01 - auditorie c (50)

Teacher Martin Lund Kristensen ( malupe@ruc.dk )

## Advanced HRM - Exam

time 28-11-2022 10:00 til  
28-11-2022 10:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt

## Advanced HRM - Reexam

time 01-02-2023 10:00 til  
01-02-2023 10:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt