



## FACULTY OF SOCIAL SCIENCES

### **Master's Programme in Strategic Human Resource Management and Labour Relations, 120 credits**

Master Programme in Strategic Human Resource Management and Labour Relations, 120 högskolepoäng

Programme code: S2HRM

*Second cycle / Avancerad nivå*

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#### **1. Confirmation**

This programme syllabus was confirmed by the Faculty Board of Social Sciences on 18-06-2018 (G 2018/359) to be valid from 01-09-2018, Autumn semester 2019.

*Responsible Department/equivalent:* Department of Sociology and Work Science

***Participating Departments:***

Department of Sociology and Work Science

Department of Business Administration

The programme description for the Master Programme in Strategic Human Resource Management (HRM) and Labour Relations was approved by the Faculty Board of Social Sciences, University of Gothenburg on September 29th 2009 to be valid from September 1st 2010, revised on June 29th 2011 to be valid from September 1st 2011, revised on September 1st 2012 to be valid from September 1st 2012, revised on August 29 2014 to be valid from September 1st 2014.

The programme is offered jointly by the Department of Business Administration and the Department of Sociology and Work Science. The Department of Sociology and Work science hosts the master's programme.

#### **2. Purpose**

The overall aim of the programme is to provide advanced knowledge and analytical skills relevant to different aspects of strategic human resource management and labour relations. It prepares for work as a strategic partner in the organisation and within human resources, which indicates work close to the managerial group and of the adjustment of business goals into human resource strategies, as well as an understanding in how conditions and trends in society and working life impact upon organisations and human resource work.

The programme provide students with the knowledge and skills needed for professional careers in both private companies and public administration, and prepares for doctoral studies within Sociology or Work Science.

The programme is multidisciplinary and addresses a broad range of topics from different perspectives. The programme has an international approach and addresses both international and Swedish students.

### 3. Entry requirements

To be admitted to the programme a Bachelor's degree in HRM and Labour Relations or equivalent is required, corresponding to at least 180 higher education credits. Equivalent degrees include Bachelor's degree in Social Science or Business Administration.

Proficiency in English. English 6/ English course B from Swedish Upper Secondary School, with a minimum of passed mark. Alternatively, the required IELTS or TOEFL score for current application period (see [www.universityadmissions.se](http://www.universityadmissions.se))

The admission requirements listed above apply for admission to the programme. Requirements for other prerequisites regarding the programme's courses are documented in respective course syllabus.

### 4. Higher education qualification and main field of study

This programme leads to a Degree of Master of Science (120 credits) with a major in Strategic Human Resource Management and Labour Relations (Filosofie masterexamen med huvudområdet Strategiskt personalarbete och arbetsmarknadsrelationer).

#### Degree

After completing a two-year programme the student can apply for a degree certificate with the denomination Degree of Master of Science (120 credits) with a major in Strategic Human Resource Management and Labour Relations.

#### Main field of studies

The programme's main field of studies is Strategic Human Resources Management and Labour Relations.

### 5. Outcomes

Second-cycle study programmes shall involve the acquisition of specialist knowledge, competence and skills in relation to first-cycle courses and study programmes, and in addition to the requirements for first-cycle courses and study programmes shall:

- further develop the ability of students to integrate and make autonomous use of their knowledge,

- develop the students' ability to deal with complex phenomena, issues and situations, and
- develop the students' potential for professional activities that demand considerable autonomy, or for research and development work.

## **General outcomes for Degree of Master (120 credits)**

### ***Knowledge and understanding***

For a Degree of Master (120 credits) the student shall

- demonstrate knowledge and understanding in the main field of study, including both broad knowledge of the field and a considerable degree of specialised knowledge in certain areas of the field as well as insight into current research and development work, and
- demonstrate specialised methodological knowledge in the main field of study.

### ***Competence and skills***

For a Degree of Master (120 credits) the student shall

- demonstrate the ability to critically and systematically integrate knowledge and analyse, assess and deal with complex phenomena, issues and situations even with limited information
- demonstrate the ability to identify and formulate issues critically, autonomously and creatively as well as to plan and, using appropriate methods, undertake advanced tasks within predetermined time frames and so contribute to the formation of knowledge as well as the ability to evaluate this work
- demonstrate the ability in speech and writing both nationally and internationally to clearly report and discuss his or her conclusions and the knowledge and arguments on which they are based in dialogue with different audiences, and
- demonstrate the skills required for participation in research and development work or autonomous employment in some other qualified capacity.

### ***Judgement and approach***

For a Degree of Master (120 credits) the student shall

- demonstrate the ability to make assessments in the main field of study informed by relevant disciplinary, social and ethical issues and also to demonstrate awareness of ethical aspects of research and development work
- demonstrate insight into the possibilities and limitations of research, its role in society and the responsibility of the individual for how it is used, and
- demonstrate the ability to identify the personal need for further knowledge and take responsibility for his or her ongoing learning.

## **Local outcomes**

***Knowledge and understanding***

- Demonstrate substantial knowledge and understanding in strategic human resource issues and labour relations.
- Demonstrate deeper methodological knowledge in studies in HRM and labour relations.

***Competence and skills***

- Understand, analyse and explain the roles of HRM within the organisation's strategic plans and demonstrate ability to link business strategies and HRM strategies to each other.
- Display ability to critically evaluate crucial factors in an organisational change process and especially the importance of HRM in the change process.
- Understand, analyse and explain the HRM work in different labour markets in a comparative perspective.
- Demonstrate knowledge in the impact of societal trends and conditions on the organisation, such as globalisation, trade conditions, demography, segregation and equality.
- Demonstrate an ability to independently and creatively carry out an in-depth study in the field of HRM and labour relations, using appropriate advanced methods and clearly present and discuss the conclusions of the study within and outside the scientific society.
- Demonstrate the skills required to participate in research and development work within the field of HRM and labour relations in an international context.

***Judgement and approach***

- Critically and independently acquiring research findings on HRM, and drawing conclusions about their applications in working life.
- Being able to identify further requirement of knowledge in the area of HRM and being responsible for own proficiency.
- Critically and independently appraise trends in management and HR, taking into account scientific, social and ethical aspects.
- Reflect upon different ethical attitudes.
- Critically scrutinise the professional development of HR.

**6. Content and structure**

The Master's Programme in Strategic Human Resource Management and Labour Relations is a two year programme (120 credits). All courses are taught in English. The program offers three elective courses: PV2400 Human resource and management work placement, **PV2204** Strategies for Building Robust Collaboration Cultures and PV2102 Sustainable leadership. During the electives period, students also have the opportunity to study abroad (see Appendix)

**PV2104** Human Resource Management in a Societal Perspective 15 credits

PV2101 Strategic Human Resource Management 15 credits

PV2301 Research Theories and Methods 15 credits

PV2400 Human resource and management work placement 15 credits (elective)

**PV2204** Strategies for Building Robust Collaboration Cultures 15 credits (elective)

PV2102 Sustainable leadership 15 credits (elective)

PV2203 Challenges in Strategic Human Resource Management 15 credits

PV2500 Master Thesis in Strategic HRM and Labour relations 30 credits

Please also see the appendix. Overview of the programme.

### ***Rate of study***

This programme is available as full-time study (100%).

## **7. Guaranteed admission**

Students who follow the master's programme's courses as described above are guaranteed a study place in respective course of the programme according to the prerequisites described in respective course syllabus.

## **8. Other information**

- The program is taught in English.
- The elective work placement can take place in a location other than Gothenburg.
- Students will be required to pay their own expenses related to the work placement.
- The Master's Programme quality assurance activities are guided by the Programme Board, which is prepared in accordance with the applicable Policy for the Quality Assurance and Quality Development of Education at the University of Gothenburg (Policy för kvalitetssäkring och kvalitetsutveckling av utbildning vid Göteborgs universitet).
- For eligible courses included in the program that are not controlled by the program board, the respective responsible department is responsible for the quality work.

Please also see the appendix. Attachment.

Overview of the programme

Year 1	Period 1	Period 2
<b>Autumn</b>	PV2104 Human Resource Management in a Societal Perspective 15 credits	PV2101 Strategic Human Resource Management 15 credits
<b>Spring</b>	PV2301 Research Theories and Methods 15 credits	PV2400 Human resource and management work placement 15 credits or PV2204 Strategies for Building Robust Collaboration Cultures 15 credits

Year 2	Period 1	Period 2
<b>Autumn</b>	PV2400 Human resource and management work placement 15 credits or PV2102 Sustainable Leadership 15 credits	PV2203 Challenges in Strategic Human Resource Management 15 credits
<b>Spring</b>	PV2500 Master Thesis in Strategic HRM and Labour relations 30 credits	



### **Elective courses as exchange student**

A limited number of places are guaranteed at courses via an exchange programme with the Ruhr University, Bochum in Germany and Innsbruck University in Austria.

Courses at Ruhr University are available for the summer term (April to July) and correspond to 30 higher education credits and should be relevant for the master's programme and for a degree in Strategic Human Resource Management and Labour Relations. The choice of the courses will be pre-approved by the programme director at the University of Gothenburg.

Courses at Innsbruck University are available for the fall term (September to January) and correspond to 30 higher education credits. The choice of the courses will be pre-approved with the study adviser in Gothenburg (Learning Agreement).