

SYLLABUS

Human Resource Planning

7.5 credits P0051A

Personal- och kompetensförsörjning

Course syllabus admitted: Autumn 2023 Sp 1 - Present

DECISION DATE
2021-02-15

Human Resource Planning 7.5 credits P0051A

Personal- och kompetensförsörjning

First cycle, P0051A

Education level	Grade scale	Subject	Subject group (SCB)
First cycle	U G VG *	Psykologi	Psychology

Entry requirements

In order to meet the general entry requirements for first cycle studies you must have successfully completed upper secondary education and documented skills in English language and Psychology or Sociology 60hp on basic level and Employment Law (J0009N) 15hp, Operational Personnel Management (S0034A), Groups and Individuals in Working Life (S0028A) or equivalent.

Selection

The selection is based on 1-165 credits.

Course Aim

Knowledge and comprehension

After passing the course, the student should be able to:

- Describe and explain theories and concepts within competence-based personnel strategy
- Describe and explain how competence-based personnel strategy can be applied and its consequences for the quality of the personnel and competence supply process

Skills and abilities

After passing the course, the student should be able to:

- Perform and compose a requirement analysis
- Plan and conduct a competence-based interview
- Analyze and evaluate the correspondence between the individual's competences and the requirements of the work
- Plan and carry out a scientific comparison between competence-based theory and empirical data
- Present orally and in writing and discuss information and problems related to a competence-based question

Appraisal and approach

After passing the course, the student should be able to:

- Reflect on scientific and ethical aspects
- Reflect on the role of the competence-based personnel strategy in society

Contents

This course focuses on theories and concepts in competence-based personnel strategy, as well as how competence-based personnel strategy can be applied and its consequences for the quality of the personnel and competence supply process.

The following areas will be covered:

- Needs analysis and work analysis
- Competence assessment through interview
- Recruitment and selection
- Other assessment methods and making a decision

Realization

Each course occasion's language and form is stated and appear on the course page on Luleå University of Technology's website.

The teaching within this course typically includes lectures, lessons with discussions and exercises, mandatory seminars, project work with reality-related data collection, and self-study.

In order to achieve the course's goals regarding *knowledge and understanding*, the student should independently study the specified course literature and other literature/material provided during the course, as well as take part in lectures/lessons and recommended exercises. In addition, active participation in the project report is required.

In order to achieve the course's goals regarding *skills and ability*, the student must actively participate in the course's project report and the individual report, both of which tasks include oral presentation. The project work is carried out individually or in pairs. Through the project work, the ability to plan and carry out a scientific comparison between competence-based theory and empiricism as well as oral and written presentation is trained. The individual report trains the ability to perform a work requirements analysis and a skill-based interview. In addition, the ability to analyze and evaluate the correspondence between the individual's competencies and the work requirements is trained.

In order to achieve the course's goals regarding *appraisal and approach*, the student must actively participate in the course's project work and should study the specified course literature and take part in lectures/lessons and recommended exercises.

Teaching resources are provided and some communication and submissions are handled via the internet-based course platform Canvas. This means specific requirements for technical equipment and competence.

Parts of the course may be given in English .

Examination

If there is a decision on special educational support, in accordance with the Guideline Student's rights and obligations at Luleå University of Technology, an adapted or alternative form of examination can be provided. The learning objectives are examined through various forms of examination. The examination includes an individual report and mandatory attendance and active participation in a seminar (3.5 credits), as well as a written project report (individually or in pair) with mandatory oral presentation. Both parts are examined with the grading scale: U G VG. The oral presentations are carried out during a seminar day with mandatory attendance. In the event of an impediment, the mandatory attendance can be replaced by an equivalent assignment. All included examination parts must be completed for the final grade on the course.

Knowledge and understanding are mainly examined through the project report. *Skills and ability* as well as *appraisal and approach* are examined through the individual report and the project report.

Unauthorized aids during exams and assessments

If a student, by using unauthorized aids, tries to mislead during an exam or when a study performance is to be assessed, disciplinary measures may be taken. The term "unauthorized aids" refers to aids that the teacher has not previously specified as permissible aids and that may assist in solving the examination task. This means that all aids not specified as permissible are prohibited. The Swedish version has interpretative precedence in the event of a conflict.

Remarks

Students must register for the courses themselves, or contact HLT educational administration eduhlt@ltu.se, not later than three days after the quarter commences. Failure to do so can result in the place being lost. This rule also applies to students with a guaranteed place.

Study guidance is available in the learning platform Canvas before the start of the course. You who are a new student will find all the information you need at www.ltu.se/ny-student. You who are already studying at Luleå University of Technology will find information about course start in the schedule on the student web or through the course room in the learning platform which you can reach at "Mitt LTU".

Course offered by

Department of Health, Education and Technology

Modules

Code	Description	Grade scale	Cr	Status	From period	Title
0005	Individual report	U G VG *	3.5	Mandatory	A18	
0006	Project report	U G VG *	4	Mandatory	A21	

Last revised

by Head of Department of Department of Health, Education and Technology 2021-02-15

Syllabus established

Established 2008-12-07 by the Department of Human Work Sciences.