

Enclosure to the curriculum for the Master of Science in Economics and Business Administration  
(Profile: Management of People)

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# Profile Description - Management of People (offered for the last time in autumn 2016)

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This profile description is an enclosure to the curriculum for the Master of Science in Economics and Business Administration

The profile description applies to students commencing the profile as from 1<sup>st</sup> February 2012

*It is recommended also to read the curriculum as well as the ministerial orders.*

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The profile description was approved on 4<sup>th</sup> October 2011 by The Academic Study Board of Business Administration and on 12<sup>th</sup> October 2011 by the Dean of the Faculty of Business and Social Sciences.

Section 5.1 has been updated on 23<sup>rd</sup> October 2012 by the Academic Study Board of Business Administration and on 29<sup>th</sup> October 2012 by the Dean of the Faculty of Business and Social Sciences.

Section 2 has been updated on 17<sup>th</sup> May 2013 by the Academic Study Board of Business Administration and on 21<sup>st</sup> May 2013 by the Dean of the Faculty of Business and Social Sciences.

Section 4.1 and 5.1. has been updated on 6<sup>th</sup> May 2014 by the Academic Study Board of Business Administration and on 27<sup>st</sup> May 2014 by the Dean of the Faculty of Business and Social Sciences.

Section 5.1 and 6 has been updated on 24<sup>th</sup> February 2015 by the Academic Study Board of Business Administration and on 13<sup>th</sup> April 2015 by the Dean of the Faculty of Business and Social Sciences.

Section 7., 7.1., and 7.2. has added to the profile description on 24<sup>th</sup> February 2015 by the Academic Study Board of Business Administration and on 13<sup>th</sup> April 2015 by the Dean of the Faculty of Business and Social Sciences.

On meeting held 26<sup>th</sup> January 2016 the Study Board of Business Administration in Odense approved that this profile will be offered for the last time in autumn 2016. As of spring 2017 students cannot be admitted to this profile.

Section 5.1., 5.2., 6, 7.1., and 7.2. has been updated on 15<sup>th</sup> March 2016 by the Academic Study Board of Business Administration and on 13 April 2016 by the Dean of the Faculty of Business and Social Sciences.

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## 1. The title of the profile in Danish and in English

The title of the profile in Danish is: Kandidatuddannelsen i Erhvervsøkonomi (med profil i Ledelse af Menneskelige Ressourcer).

The title of the profile in English is: Master of Science in Economics and Business Administration (with the profile in Management of People).

## 2. Entry requirements to the profile and entrance through supplementary courses

Direct entrance:

In accordance with the curriculum, section 3, the following bachelor's degrees provide admission to the profile:

Persons who have passed the Bachelor in Economics and Business Administration programme (HA) have access to the Master of Science in Economics and Business Administration.

## 3. Description of the focus area

In accordance with the curriculum, section 1.1 the student who completes the profile will obtain the same competencies through academic and practical focus as described below:

Management of People graduates have knowledge about managing firms' human resources, and develop structured and principled insights regarding the salient issues of managing people. Graduates can connect human resource subjects to wider firm and corporate level strategic issues, and develop and implement effective human resource management strategies which support the firm's goals.

Graduates have competences that support careers in corporate staff functions, general or human resource management, and consulting. Graduates have theoretical and practical skills that enable them to take charge of key management functions and projects in human resource management. A key feature of the profile is its focus on principled ways of thinking about the key policies and choices of recruiting, developing, and retaining talent.

## 4. Other regulations

### 4.1 Language

The programme is offered in English.

All compulsory courses are taught in English. Language of examination is English unless it is stipulated in the course description that the exam may also be taken in Danish. The Master Thesis is written in English. However, if the supervisor agrees, the Master's Thesis may be written in Danish. The oral exam will in this case also be in Danish.

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#### ***4.2 Project oriented studies and studying abroad***

Project oriented studies and studying abroad is recommended to take place in the 3<sup>rd</sup> semester of the programme.

#### ***4.3 Semester structure***

Please see section 5.2.

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## 5. Structure of the profile

### 5.1 Course titles, ECTS, Weight and assessment

Course Titles	ECTS (= Weight)	Assessment
<b>Constituent compulsory courses</b>		
Human Resource Management	10	Internal / 7-point scale
Personnel Economics	10	Internal / 7-point scale
Foundations of Organization	10	External / 7-point scale
Corporate Strategy & Organization Design	10	Internal / 7-point scale
* Foundations of Management / Advanced Management Principles	10	Internal / 7-point scale
Leadership and Organizational Communication	10	External / 7-point scale
Master's thesis	30	External / 7-point scale
<b>Elective courses (30 ECTS)</b>		
You have to choose no more than 30 ECTS elective courses	30	Depending on the chosen courses

The demand in the curriculum for at least 10 ECTS courses providing knowledge and skill within the area of scientific methods is met through the course "Corporate Strategy & Organization Design".

\* The course *Foundations of Management* has changed course title to *Advanced Management Principles*. Please see section 6 for further information.

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## 5.2 Diagram of the profile, study start respectively 1<sup>st</sup> September and 1<sup>st</sup> February

Study start 1 <sup>st</sup> September			
4th semester	Master's thesis 30 ECTS		
3rd semester	Elective courses Max 30 ECTS		
2nd semester	Leadership and Org. Communication	Personnel Economics	Corporate Strategy & Organization Design
1st semester	Human Resource Management	Foundations of Management / Advanced Management Principles	Foundations of Organization

Students who will be enrolled from 1<sup>st</sup> February will commence with the courses shown as 2<sup>nd</sup> semester courses in the diagramme. They will then proceed with the courses shown as 1<sup>st</sup> semester the following autumn.

## 5.3 Description of the elective courses

The student can choose elective courses:

- among other constituent courses on other M.Sc. in Economics and Business Administration, which are not constituent on the elected profile, primarily among 1. semester courses  
or
- among the list of preapproved elective courses (to be announced)  
or
- apply the study board for permission to include a specific elective course as an alternative elective course

## 6. Specially profile transitional rules

As of 1<sup>st</sup> September 2015 the courses *Personnel Economics*, *Corporate Strategy & Organization Design* and *Foundations of Management* are assessed with internal grading.

The course *Foundations of Management* was offered for the last time in autumn 2015. One final exam will be held in January 2017. The course *Advanced Management Principles* replaces *Foundations of Management*.

Students having passed the course *Foundations of Management* cannot take the course *Advanced Management Principles*.

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## 7. Interdependency between courses and competence profile and academic progression between the courses

### 7.1. Interdependency between courses and competence profile

(1 is a little, 2 is some, 3 is a lot)

<b>The M.Sc. in Management of People</b>	<b>Human Resource Management</b>	<b>Foundations of Organization</b>	<b>Foundations of Management / Advanced Management Principles</b>	<b>Personnel Economics</b>	<b>Corporate Strategy &amp; Organization design</b>	<b>Leadership and Organizational Communication</b>	<b>Electives</b>	<b>Master Thesis</b>
Has knowledge based on the highest international research within a field of study	2	2	2	3	3	3		3
Can understand and scientifically reflect on the knowledge of the field/fields of study and identify relevant problems	2	3	3	3	2	2		3
Can select and apply advanced scientific methods and theories for collection and analysis of data to describe the conditions of the firm.	2	2	2	2	2	2		3
Can set up new models of analysis and problem solving.	2	3	3	3	2	2		3
Can convey knowledge and discuss professional issues with colleagues, company management and external partners.	2	2	2	2	3	2		3
Can manage complex, unpredictable work and development situations.	2	2	3	3	3	2		2
Can independently initiate and implement cooperation and take on professional responsibility.	2	2	2	2	2	3		2
Can independently take responsibility for own professional development.	2	2	2	2	2	3	3	3
Can solve specialist tasks within the functional areas of organizations with the public and private sectors	3	2	2	3	3	3		3



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## 7.2. Academic progression between the courses

Progression of the Profile			
Advanced courses – Extended abstract level	Master's thesis 30 ECTS		
Specialization and internationalization	Elective Courses 30 ECTS		
Advanced Specialization courses	Personnel Economics ↑	Corporate Strategy & Organization design ↑	Leadership and Organizational Communication ↑
Introductory profilization courses	Human Resource Management	Foundations of Organization	Foundations of Management / Advanced Management Principles
	<i>Specialization Theories &amp; Methods</i>	<i>Theories and methods/models about the firm</i>	