

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

Profile Description - Human Resource Management

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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 September 2017

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

The profile description was approved on 2 December 2016 by The Academic Study Board of Business Administration and on 13 January 2017 by the Dean of the Faculty of Business and Social Sciences.

The change of the profile description was discussed and pre-approved in Study Board meeting on November 9th 2018, re-approved on April 29th 2019 by The Study Board of Business Economics under administrative delegation and 13th May 2019 by the Dean of the Faculty of Social Sciences.

There are changes in sections

5.2, 5.3, 6 and 7. The course Research Seminar in Advanced Strategy and Organization Theory is replaced by the course Business Analytics.

Note:

In spring 2019 the Business Analytics was replaced by the course Research Methods in Strategy and Organization.

April 2019:

Formal corrections in names of Faculty and Study Board has been implemented.

Text in 5.3. has been updated.

There are changes in sections:

5.1, 5.2, 5.3. and 7.

With effect as per September 1st 2019 the course Research Methods in Strategy and Organization is replaced by the course Applied Analytics: Big, Small and Deep Data (2nd semester mandatory course).

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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 Human Resource Management).

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

2. Entry requirements

Refer to section 3 in the curriculum.

3. Description of the focus area

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

Graduates of the profile in Human Resource Management possess knowledge about managing a firm's human resources. They can connect specific human resource-related topics to broader issues of management and leadership in business organizations, 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. They have theoretical and practical skills that enable them to take charge of key management functions and projects that involve the management of human resource. A key feature of the profile is its focus on systematic 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.

4.2 Project oriented studies and studying abroad

Project oriented studies and studying abroad is recommended to take place in the 3rd 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
Constituent compulsory courses:		
Human Resource Management	10	Internal / 7-point scale
Advanced Management Principles	10	Internal / 7-point scale
Foundations of Organization	10	External / 7-point scale
Leadership and Organizational Communication	10	Internal / 7-point scale
Personnel Economics	10	Internal / 7-point scale
Applied Analytics: Big, Small and Deep Data	10	Internal / 7-point scale
Master's thesis	30	External / 7-point scale
Elective courses (30 ECTS)		
Elective courses totaling	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 Applied Analytics: Big, Small and Deep Data.

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5.2 Diagram of the profile, study start respectively 1st September and 1st February

Study start 1st September			
4 th semester	Master's thesis 30 ECTS		
3 rd semester	Elective courses Max 30 ECTS		
2 nd semester	Leadership and Organizational Communication	Personnel Economics	Applied Analytics: Big, Small and Deep Data
1 st semester	Human Resource Management	Advanced Management Principles	Foundations of Organization

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

5.3 Description of the elective subjects

The student can choose:

- From pre-approved subjects on other profiles on the M.Sc. in Economics and Business Administration (cand.merc.).

or

- From other subjects that have been pre-approved by the study board. See the list of course descriptions regarding this on the home page of the study.

or

- Apply the study board for pre-approval of alternative subjects.

6. Specific profile transitional rules

The course Research Seminar in Advanced Strategy and Organization Theory is offered for the last time in the spring of 2017. Last examinations in the course will be June and August 2017 and June 2018.

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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)

The MSc in Human Resource Management	Human Resource Management	Advanced Management Principles	Foundations of Organization	Leadership and Organizational Communication	Personnel Economics	Applied Analytics: Big, Small and Deep Data	Electives	Master Thesis
Has knowledge based on the highest international research within a field of study	2	2	2	3	3	2		3
Can understand and scientifically reflect on the knowledge of the field/fields of study and identify relevant problems	2	3	3	2	3	1		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	3		2
Can set up new models of analysis and problem solving.	2	3	3	2	3	3		3
Can convey knowledge and discuss professional issues with colleagues, company management and external partners.	2	2	2	2	2	3		3
Can manage complex, unpredictable work and development situations.	2	3	3	2	3	1		2
Can independently initiate and implement cooperation and take on professional responsibility.	2	2	2	3	2	2		2
Can independently take responsibility for own professional development.	2	2	2	3	2	2		3
Can solve specialist tasks within the functional areas of organizations with the public and private sectors	2	2	2	2	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	Leadership and Organizational Communication	Personnel Economics	Applied Analytics: Big, Small and Deep Data
Introductory profiling courses	Human Resource Management	Advanced Management Principles	Foundations of Organization

