



Exchange programme Vrije Universiteit Amsterdam

Vrije Universiteit Amsterdam - Exchange programme Vrije Universiteit Amsterdam - 2024-2025

Exchange

Vrije Universiteit Amsterdam offers many English-taught courses in a variety of subjects, ranging from arts & culture and social sciences, neurosciences and computer science, to economics and business administration.

The International Office is responsible for course approval and course registration for exchange students. For details about course registration, requirements, credits, semesters and so on, please [visit the exchange programmes webpages](#).

Empowering People for Societal Changes

Course Code	E_IBK3_EPSC
Credits	6
Period	P5
Course Level	300
Language Of Tuition	English
Faculty	School of Business and Economics
Course Coordinator	dr. R.B.L. Sijbom
Examiner	dr. R.B.L. Sijbom
Teaching Staff	dr. R.B.L. Sijbom
Teaching method(s)	Seminar, Lecture, Instruction course

Course Objective

Academic & Research Skills

After successfully accomplishing this, the student

- Can design, conduct, and report on a practical societal-change related problem and come up with a plan of action how HRM can be used to empower people
- Is able to explain theoretical models and concepts in the field of HRM, particularly with regard how they may empower people.

Bridging theory and practice

After successfully accomplishing this, the student

- Is able to examine and understand how the different aspects of work influence employee performance and well-being, and how HRM can be used to design them such that employees are empowered to face work-related challenges.
- Is able to recognize and discuss the practical problems associated with empowering people for changes in business and society, and design work in such a way as to empower oneself and others.

Social skills

After successfully accomplishing this, the student

- Developed own interpersonal skills and presentation skills
- Is more self-aware of own self-efficacy in facing change, and about what kind of (HR) professional they want to become.

Broadening your horizon

After successfully accomplishing this, the student

- Is able to recognize and consider ethical dilemmas associated with the design of HRM in a diverse workplace.
- Is able to identify societal issues that challenge HR practices

Course Content

Changes in business and society challenge us as individuals, with change in the world of work challenge us as employees. Human Resource Management (HRM) is the business function concerned with ensuring employee productivity and well-being. In this course, we will discuss how HRM professionals can design different aspects of work to empower employees for current changes to the world of work. Specifically, considering how they will help empower employees, we will discuss the design and effects of (1) Individual-Level Work Characteristics, (2) Organizational and Group-level Factors, (3) Team characteristics, and (4) context and contingencies, referring also to individual employees' characteristics such as motivation, ability, gender or cultural background. For each of these aspects, we will discuss their relevance for specific work-related societal changes. Examples of these changes are (a) an enhanced focus on an ethical and sustainable use of human resources ensuring employees' mental health and work-life balance, (b) an increased workplace diversity e.g. with respect to employees' cultural background and values and gender, and (c) the rise of artificial intelligence and new work arrangements such as gig work and the implications for the future of work and careers.

Additional Information Teaching Methods

Additional information Teaching methods

Lectures
Tutorials

Method of Assessment

Individual and group assignment

Entry Requirements

None

Literature

To be provided in course manual

Explanation Canvas

Students will upload their assignment to Canvas

Recommended background knowledge

1.5 HRM Practices: A Global Perspective &
3.4 Leading Organizational Change