Course Description:

The course focuses on the role of human resources in organizational functioning, success and decline. Investigations take place at two aggregation levels, both relevant from the point of human resources: the level of the individual organizations and their level firm ecologies formed by similar organizations (like co-existing high-tech firms at the Silicon Valley, California).

The course begins with a general theoretical introduction. Then comes the first big block, which is organized around students’ paper presentations, tutored by the teacher. The participants learn important empirical and theoretical contributions of organization science to human resource problems by in-depth discussing a coherent stream of scientific papers from high quality sociology and organization science journals (see in the Bibliography). The reading material combines empirical data analysis with theoretical contributions stemming from the empirical analyses on organizations. The course puts an emphasis on exploring the correct coupling between applied methods and the sociological conclusions drawn by these methods. Because the surveyed empirical research mostly aims at American firms, special attention is given to discussing how these insights can be applied in European and in Hungarian contexts.

In the second concluding block, a series of lectures systematizes the knowledge that have been accumulated up till then via readings, presentations and discussions.

The students earn their grades partly on the basis of their presentations and class participation. The second component of their grade is given for a short-term paper they deliver at the end of the course. The papers’ grading will be adjusted to bachelor level requirements in case of undergraduate students attending the course.
Bibliography:


