

# ADVANCED STUDIES IN HRM

## COURSE INFORMATION 2020

Prof. Dorien Kooij and Dr. Christina Meyers (Course Coordinator)

With contributions from: Prof. Marc van Veldhoven, Prof. Dorien Kooij (Tilburg University), Dr. Janneke Oostrom (Vrije Universiteit Amsterdam), Prof. Nicky Dries (University of Leuven), Prof. Dirk Buyens (Vlerick Business School), Dr. Anna Bos-Nehles (Twente University), Prof. Beate van der Heijden, Dr. Yvonne van Rossenberg, Dr. Jeroen de Jong (Radboud University), Prof. Paul Boselie and Prof. Eva Knies (Utrecht University), Prof. Bram Steijn and Prof. Dirk van Dierendonck (Erasmus University).

January 2020

**Aim:** The aim of this course is to offer advanced insights into theories and models in the field of HRM. The core focus is on individuals and groups in organizations and work settings, the utilization of human resources, and the economic and social environment impinging on organizations and human resources. The faculty's broad expertise range – from micro to macro – enables us to offer the PhD students an advanced programme which highlights the employment relationship as a core concept connected to a range of related (sub-) disciplines.

**Overall course outline:** The course will consist of ten sessions of about three hours, and one introduction session of about two and a half hours. As the schedule below suggests, beginning from January/February 2020, sessions will be held on 6 days, every three to four weeks, two sessions on each day (morning: 09:30-12:30/afternoon: 13:30-16:30). Exceptions are the introduction session in Tilburg which starts at 10:00, and the single session at Twente University, which takes place in the afternoon (starting with lunch at 12:30).

During each session the host instructor(s) will briefly describe his/her field of interest (15 minutes). All participating students will be asked to read about 4-5 core papers. Three students per session will be asked to prepare a presentation related to the topic and the papers (see below). Their presentation will involve a short integrated summary of key points, but the major part of the presentation should be a kind of debate – discussing strong and weak points, critically analysing the contribution of the papers, and also comparing and contrasting the papers. The second part of the presentation is a class exercise related to the topic of the session. After the presentations, there is about 30 minutes for a general discussion. The sessions will be moderated by the instructor, who will also provide expert input. The reading list for each session will be made available at least four weeks before each of the sessions.

**Evaluation:** The grade for this course will be based on the above mentioned presentations as well as on written learning notes: students (in pairs or trios) will write a short learning note in the week following each session. In principle, students write one learning note per session. However, students do not have to write learning notes about the sessions during which they have presented. The learning notes will be sent to the tutor(s) of the relevant session and the course coordinators (Dorien Kooij and Christina Meyers). Learning notes (up to four double spaced A4 pages) are a reflection on the topics discussed during the sessions in combination with the papers studied. In addition, the quality of the presentations will be assessed (including peer-grading). Attendance at all classes is obligatory (unless approved in advance by Dorien, Christina, and the relevant host instructor).

**Credit points:** 6 ects (This equals 168 study hours).

**Course fee:** €295 (during the first meeting in Tilburg, we will provide you with more information on how to pay the course fee. You do not have to worry about this beforehand).

**Enrolment:** For any questions regarding the enrolment, you can contact:  
[m.c.meyers@tilburguniversity.edu](mailto:m.c.meyers@tilburguniversity.edu)

## Schedule

<b>Date</b>	<b>Host instructor</b>	<b>Location</b>	<b>Topic</b>	<b>Students</b>
Januari 31 (Fri)	Prof. Kooij and Dr. Meyers	Tilburg University	Introduction	n/a
	Prof. van Veldhoven		HRM, employee outcomes, and organizational performance	
February 27 (Thu)	Prof. Bram Steijn (morning)	Erasmus University, Rotterdam	Change management in the public sector	
	Prof. Dirk van Dierendonck (afternoon)		Leadership development	
March 20 (Fri)	Prof. Buyens (morning)	Vlerick Business School, Brussels	Does HR devolution lead to HR evolution?	
	Prof. Dries (afternoon)		Talent management	
April 24 (Fri)	Dr. A. Bos-Nehles (afternoon)	University of Twente, Enschede	HRM & innovation	
May 27 (Wed)	Prof. Boselie and Dr. Knies (morning)	Radboud University, Nijmegen	HRM in the public sector	
	Prof. van der Heijden, Dr. Van Rossenberg, Dr. De Jong (afternoon)		Employability	
June 19 (Fri)	Dr. Oostroom (morning)	VU University Amsterdam	Selection & assessment	

	Prof. Kooij (afternoon)		The active employee	
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*Note: This schedule may still be subject to some changes*

### Instructor contact list:

- Prof. Marc van Veldhoven ([m.j.p.m.vanveldhoven@uvt.nl](mailto:m.j.p.m.vanveldhoven@uvt.nl))
- Prof. Bram Steijn ([steijn@fsw.eur.nl](mailto:steijn@fsw.eur.nl))
- Prof. Dirk van Dierendonck ([dvandierendonck@rsm.nl](mailto:dvandierendonck@rsm.nl))
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- Prof. Beate van der Heijden ([b.vanderheijden@fm.ru.nl](mailto:b.vanderheijden@fm.ru.nl))
- Dr. Yvonne van Rossenberg ([y.vanrossenberg@fm.ru.nl](mailto:y.vanrossenberg@fm.ru.nl))
- Dr. Jeroen de Jong ([jeroen.dejong@ou.nl](mailto:jeroen.dejong@ou.nl))
- Prof. Paul Boselie ([p.boselie@uu.nl](mailto:p.boselie@uu.nl))
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- Dr. Janneke Oostrom ([j.k.oostrom@vu.nl](mailto:j.k.oostrom@vu.nl))
- Prof. Dorien Kooij ([t.a.m.kooij@tilburguniversity.edu](mailto:t.a.m.kooij@tilburguniversity.edu))

## Information about first session, Friday January 31<sup>st</sup>, in Tilburg

### Location:

Tilburg University

**Simon building**

**Room: S8 (Pavillion)**

Prof. Cobbenhagenlaan 225

5037 DB Tilburg

**For a route description to the campus, see:**

<https://www.tilburguniversity.edu/contact/route/>

**Starting time:** 10:00 am

### Literature list for the 1<sup>st</sup> session:

- [Keegan, A., Brandl, J., & Aust, I. \(2019\)](#). Handling tensions in human resource management: Insights from paradox theory. *German Journal of Human Resource Management*, 33(2), 79-95.
- [Jiang, K., Lepak, D. P., Hu, J., & Baer, J. C. \(2012\)](#). How does Human Resource Management influence organizational outcomes? A Meta-analytic investigation of mediating mechanisms. *Academy of Management Journal*, 55, 1264-1294.
- [Peccei, R., & Van De Voorde, K. \(2019\)](#). Human resource management–well-being–performance research revisited: Past, present, and future. *Human Resource Management Journal*, 29, 539-563.
- [Van de Voorde, K., Van Veldhoven, M., & Paauwe, J. \(2012\)](#). Employee well-being and the HRM-organizational performance relationship: A review of quantitative studies. *International Journal of Management Reviews*, 14, 4, 391-407.