

# ADVANCED STUDIES IN HRM

## COURSE INFORMATION 2022

Prof. Dorien Kooij and Dr. Jeske van Beurden (Course Coordinator)

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

January 2022

**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 nine sessions of about three hours, and one introduction session of about two and a half hours. As the schedule below suggests, starting in March 2022, sessions will be held on 7 days, one or two sessions every two to three weeks. Morning sessions are scheduled from 09:30-12:30, and afternoon sessions from 13:30-16:30. An exception is the introduction session which starts at 10:00 am. Given the prevailing insecurity regarding the Covid pandemic, we organize online sessions and a few sessions on campus. The start session will be organized in Tilburg, two sessions will be organized in Brussels, and two sessions in Amsterdam, so that PhD students have the opportunity to meet each other and the professors, and to visit a number of campuses.

Before each session, all participating students will be asked to read about 4-5 core papers to prepare. During each session the host instructor(s) will briefly describe his/her field of interest (15 minutes). Two or 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 about 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 Jeske van Beurden). 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, Jeske, and the relevant host instructor).

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

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

**Enrolment:** To indicate that you would like to enrol for this course, please send an e-mail including your contact details, topic of PhD research, start date of PhD, and names of promotor to Jeske van Beurden (j.vanbeurden\_1@tilburguniversity.edu) before February 4. Note that your enrolment is only definite after confirmation from our side. If interest exceeds our capacity, we may have to work with a waiting list for this course.

## Schedule 2022

Session	Date	Time	Location	Host instructor	Topic
Intro	4.03.2022	Morning	On campus, Tilburg University	Prof. Kooij and Dr. van Beurden	<b>Introduction</b>
1	4.03.2022	Afternoon	On campus, Tilburg University	Prof. van Veldhoven and Dr. van de Voorde	<b>HRM, employee outcomes, and organizational performance</b>
2	17.03.2022	Afternoon	Online	Prof. Bram Steijn	<b>Change management in the public sector</b>
3	1.04.2022	Morning	Online	Dr. Maarten Renkema	<b>HRM &amp; artificial intelligence</b>
4	22.04.2022	Morning	Online	Prof. Boselie and Prof. Knies	<b>HRM in the public sector</b>
5	6.05.2022	Morning	On campus, Vlerick Brussels	Prof. Buyens	<b>Does HR devolution lead to HR evolution?</b>
6	6.05.2022	Afternoon	On campus, Vlerick Brussels	Prof. Dries	<b>Talent management</b>
7	16.05.2022	Afternoon	Online	Prof. van der Heijden, Dr. Van Rossenberg, and Dr. De Jong	<b>Sustainable careers</b>
8	10.06.2022	Morning	On campus, VU Amsterdam	Dr. Oostrom	<b>Selection &amp; assessment</b>
9	10.06.2022	Afternoon	On campus, VU Amsterdam	Prof. Kooij	<b>The active employee</b>

*Note: This schedule may still be subject to changes*