

Module number 15	Module title Human Resource Management		
Code HRM	Semester depends on Partner University	Number of WSH 4	Module offered Winter semester
Module coordinator Prof. Dr. Ludwig Voußem	Tuition type Seminar-style tuition with exercises		Module duration 1 semester
Lecturer Prof. Dr. Ludwig Voußem	Compulsory/Elective Compulsory for double degree		Module language English
Access requirements Additional note for students in the double degree programme European Business Studies: The module is recommended for the first semester of study at the OTH Regensburg.			
Learning outcomes The qualification goals mentioned below are subdivided into three dimensions. Each dimension corresponds to a target competence level. The following competence levels have been defined: • Competence level 1 (awareness): cursory awareness of simple structures, only previously learned knowledge is tested • Competence level 2 (comprehension): basic understanding of multiple structures up to deeper understanding of the relations between structures, learned knowledge is analysed, combined and applied • Competence level 3 (deep understanding and application): deeper understanding of the relations between structures up to independent transfer and extension of knowledge to new structures, learned knowledge is critically questioned and/or evaluated, interrelations between structures and their consequences are reflected and explained The competence level of the respective qualification goal is represented by the corresponding number (1, 2 or 3) in the competence descriptions below. On completing the module the students will have achieved the following learning outcomes on the basis of scientific methods: Subject skills: Students can: • explain the main functions and objectives of HRM (2); • analyze jobs and derive requirements for recruitment and selection (2); • evaluate recruitment and selection methods regarding effectiveness and fairness (3); • distinguish between training and development and recommend suitable measures (2); • analyze performance-management, retention, and compensation systems (3); • evaluate the influence of cultural and institutional differences on global HRM (3); • assess ethical and technological issues in HRM (3). Social skills: • In discussions, students adopt positions appropriate to different learning contents (2). Social skills Students can collaborate in international groups and present and defend HR recommendations in understandable English (2). Methodical skills: Students can apply HRM concepts to organizational cases, interpret basic HR data, and develop			

evidence-based recommendations (3).

Personal skills:

Students can prepare course content independently and reflect critically on the consequences of HR decisions for different stakeholders (2).

Content

- Introduction to HRM
- Work analysis and job design
- Workforce planning and recruitment
- Employee selection
- Training and development
- Performance management
- Employee retention and separation
- Pay structures
- Performance-related pay and benefits
- Global HRM
- Digital and ethical issues in HRM

Literature

Required reading

Lecture material provided in class

Recommended reading

Noe, R. A., Hollenbeck, J. R., Gerhart, B., and Wright, P. M.: Fundamentals of Human Resource Management. Current edition. McGraw Hill.

Teaching and learning method

Seminar-style tuition in presence with group exercises.

Type of examination/Requirements for the award of credit points

Portfolio examination:

- Presentation in class (30 points maximum); presentation topics and dates are assigned at the beginning of the course
- Written examination 60 mins (60 points maximum)
- Subject to the examination regulations, active participation in at least 75% of the sessions (9 sessions) may result in a bonus of one grade step.

Usability in other degree programmes

This module is not a compulsory module for students of other degree programmes. However, it is part of our Business Programme in English and is therefore open to all international exchange students.

Other information

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ECTS Credits 5	Workload 150 hours Contact/ attendance time: 60 h Additional work: 90 h	Weighting of the grade in the overall grade 5
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