

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 Students can collaborate in international groups and present and defend HR recommendations in understandable English (2). In discussions, students adopt positions appropriate to different learning contents (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 (15 points maximum); presentation topics and dates are assigned at the beginning of the course
- Cumulative in-class writing assignment (15 points maximum)
- 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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