

Course: Human Resource Management					
Semester	Duration	Course character	Workload	Credit Points	Examination form
Fall semester	one semester/ once a year	Elective	180 h, consisting of 60 h Contact studies 120 h Self studies	6	Cumulative
Course coordinator			Prerequisites		
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Description of the course					
<p>This course will cover essential Human Resource Management concepts and techniques in combination with the underlying strategic HR issues. Case studies and in-class exercises will be used to apply the theoretical concepts to authentic business situations.</p> <p>The students will have the opportunity for self-assessment.</p> <p>Ethical questions will be discussed throughout the course to provide the students with a sense of the consequences that human resources-related decisions have for individuals and organizations. Current research will supplement the critical discussion of the different subject areas.</p>					
Competency aims					
<p>Specialist skills: using research results and apply to practice, critically assessing HR policies</p> <p>Methodical competencies: presentation and discussion skills</p> <p>Social competencies: working in groups</p> <p>Personal competencies: using English language in discussions and presentations, judging own and others' work</p>					
Course components					
<p>a. Homework: Reading assignments and case study preparation will be given for homework. The readings and cases will be discussed and analyzed in class.</p> <p>b. Attendance and participation: Attendance of at least 75% is required. Participation in class is strongly encouraged as general discussion, asking and answering questions will help understanding the course material.</p> <p>c. Exam (50% of final grade): The exam will be held during the examination period at the end of the semester. The date will be determined by the examination board. The time allowed is 60 minutes. The exam will be based on homework exercises, lecture, and the material and exercises discussed in class. It may include short essay answers, short case studies, multiple choice, true/false, etc.</p> <p>d. Presentation (50% of final grade): Students have to hold a presentation (10 min) during the semester. To receive a passing grade for the course students must obtain at least 50% of the total points possible.</p>					
References					
<p>Dessler, G.: Human Resource Management, Global Edition, Pearson 2020</p> <p>Wilton, N.: An Introduction to Human Resource Management, Sage 2022</p> <p>York, K.: Applied Human Resource Management, Sage 2009</p>					
Lecturer	Course language	Usability in ongoing studies / other studies			
Dipl.-Kffr. Kerstin Kubik-Wenzel	English	<p>Study abroad</p> <p><i>Das Wahlpflichtfach „Human Resource Management“ kann auf Antrag beim Prüfungsausschuss als Vertiefungsfach für den Schwerpunkt 'Unternehmensführung' anerkannt werden (Formular W2).</i></p>			