

IBB 302 Principles of Human Resource Management (HRM)

Course of studies	International Business (IB)				
Academic degree	B.A. and possibly Bachelor's degree from partner university				
Name of module	Principles of Human Resource Management (HRM)				
Module no.	IBB 302				
Module group	Principles of Business				
Course language	English				
Module Coordinator	Prof. Dr. Valentina Speidel				
Lecturer	Dr. Harrington				
Study phase	2nd year of studies				
Semester	3rd semester				
Semester offered	Winter semester				
Duration	1 semester				
Module type	Compulsory module				
Module counts towards	B.A. International Business				
Credits ECTS	5 ECTS				
Workload (h)	Total	In class	Independent study	Planned group size	
	150 hours	60 hours	90 hours	1 group of approx. 30 – 40 students	
Type of teaching (semester hours)	Total	Seminar-style class	Seminar	Tutorial	Project work
	4	3,5	-	0,5	-
Conditions of participation	In terms of form: none				
	In terms of content: none				
Examination	GA (written examination, 60 min.)				
Pre-examination requirements	none				
Part of final grade	yes				

<p>Learning outcomes / competencies</p>	<p>The general outcome is a fundamental understanding in matter of general principles of Human Resource Management and the mayor functions.</p> <p><u>Abilities:</u> The students are capable to describe the mayor functions of HR. Furthermore they can summarize the business purpose of HR as a business partner. They can recognize new HR concepts like job sculping or new recruitment approaches. The students can distinguish between operative and strategic HR challenges.</p> <p><u>Transfer:</u> The students have acquired the following knowledge and capabilities:</p> <ul style="list-style-type: none"> • An awareness of the strategic orientation of personnel management and its wealth creation contribution for the company • An overview of human resource management instruments and their application in the company • A basic understanding of executive management and collaboration between line management and HR and possible conflicts.
<p>Contents</p>	<ul style="list-style-type: none"> • Personnel recruitment: Requirements and employment planning, sourcing options and selection processes • Personnel development: strategic orientation, areas of activity, tools, analyses of training needs and potential, competence management, management development • Training controlling: levels and indices, transfer management • Evaluation and goal agreement systems • Compensation systems: Contribution of the compensation policy in the attainment of the corporate goals, components of compensation • Organization of work and time management: Basic principles, determinants, flexible work time models • Personnel data management and personnel information systems • Cooperation with staff representatives • Demographic development - Areas of activity in personnel work, health management • Personnel and management: motivation and coordination function of personnel management to support the work of managerial staff • Leadership, motivation, management techniques, management tools <p>Fundamentals of international HRM</p>
<p>Media</p>	<p>Projector, Flipchart, Blackboard, Pinboard</p>

Literature	<p>Bratton, John / Gold, Jeffrey: Human Resource Management: Theory and Practice, Palgrave Macmillan Verlag, 4th edition, 9. März 2007;</p> <p>Dowling, Peter J. / Welch, Denice E. / Engle, Allen D.: International Human Resource Management, Cengage Learning Emea Verlag, 5th edition, 20. Dezember 2007;</p> <p>Nicolai, Christiana: Personalmanagement, Stuttgart: Lucius und Lucius, UTB Verlag, 2. Auflage, 2009;</p> <p>Mondy, Wayne: Human Resource Management, 12th edition, 2010</p> <p>Noe, Raymond Andrew / Hollenbeck, John R. / Gerhart, Barry / Wright, Patrick M.: Fundamentals of Human Resource Management, Mcgraw-Hill Higher Verlag, 4th edition, 1. März 2011;</p> <p>Mathis, Robert L. / Jackson, John H.: Human Resource Management, South-Western College Pub; 12th edition, 11. September 2007;</p> <p>Nkomo, Stella M. / Fottler, Myron D. / McAfee, R. Bruce: Human Resource Management Applications: Cases, Exercises, Incidents, and Skill Builders, South-Western Cengage Learning; 7th edition, 29. September 2010</p>
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