

BW01: Organization Studies and Human Resource Management				Study Programme:	B
Module Type:	ECTS Credits:	Workload:	Study Semester:	Module Duration:	
Optional Compulsory	12	360	3. or 5.	One Semester	
Courses (HPW=hours per week):			Contact Hours:	Independent Study:	Planned Group Size:
Course 1: Organizational Design (2 HPW)			30h	90h	200
Course 2: Introduction to Human Resource Management (2 HPW)			30h	90h	200
Course 3: Selected Topics of Organizational Design and Human Resource Management (2 HPW)			30h	90h	200
Intended Learning Outcomes (ILOs):					
<p>By the end of the module, students will be able to</p> <ul style="list-style-type: none"> - describe key conditions of organizational design; - explain the units of organizational structures and their relationships as well as evaluate organizational units and structures; - explain important coordination instruments; - explain the necessity for and problems of organizational change; - explain essential functions of human resource management; - explain important human resource management functions; - explain alternative design options within human resource management and evaluate these alternatives in regard of their situational advantages and disadvantages as well as the application of the knowledge in case studies; - overview and classify selected topics in organization and human resource management that are characterized by particular scientific and practical relevance (e.g., project management, democratization and participation in organizations, and interorganizational relationships); - explain organizational structures in international companies; - explain and design human resource management in international companies. 					
Key Competencies:					

- Independent working
- Willingness to learn and perform
- Critical thinking
- Analytical skills
- Problem solving
- Reflection skills
- Oral and written communication skills

Description/Contents:

The participants are enabled to understand organization and human resource management as essential parts of general management in (international) companies. Furthermore, they learn – based on selected case studies – about the most important alternative design options of these functions.

Course 1: Organizational Design

1. Basics of organizational design
2. Labour division
3. Process organization
4. Coordination in organizations
5. Organizational change

Course 3: Introduction to Human Resource Management

1. Basics of human resource management
2. Operative functions of Human Resource Management
 - 2.1 Personnel planning, recruitment, and layoff
 - 2.2 Personnel selection
 - 2.3 Performance appraisal
 - 2.4 Training and development
 - 2.5 Reward and compensation systems
 - 2.6 Leadership

Course 3: Selected Topics of Organizational Design and Human Resource Management

1. Project management
2. Democratization and participation in organizations
3. Interorganizational relationships
4. Organization and human resource management in international companies

Language:

The language of the module is German.

Teaching Methods:

Lectures (with tutorial elements), case studies, self-study.

Module Applicability:

B.Sc. Business Administration; B.Sc. Economics; B.Sc. Business Chemistry; B.Sc. of Financial and Actuarial Mathematics; B.Sc. Psychology.
Pre-requisites/Requirements:
Admission to study “Business Administration”, “Economics”, “Business Chemistry”, “Financial and Actuarial Mathematics” or “Psychology” for a Bachelor’s degree. Successful termination of the first and second semester, especially of the modules BB05, BB07 and BB08, is recommended.
Examination Types:
Examination in the form of a written exam at the end of the summer semester (120 minutes).
Requirements for Award of Credit Points:
Successful passing of the exam. The exam will be passed if the grade is at least “sufficient” (4,0).
Availability:
All three courses will be offered each winter term.
Assessment:
This course will be graded and is part of the calculation of the overall grade of your bachelor degree. Particular information concerning the calculation of the overall grade can be found in the respective examination regulations.
Person Responsible and Main Lecturer:
Prof. Dr. Süß and the scientific staff of the Chair of Business Administration, in particular Work, Human Resource Management and Organization Studies.
Further Information:
It is possible to write a project assignment within this module (BQ06, BQ07, BQ09/BQV03, BQV04, BQV10). Sign up for the project assignment via email under consideration of the communicated deadlines (cf. homepage – current news). Further information can be found on the website of the person responsible.
Module Version
1_28062021

State:
25.01.2024