

<b>MW16: Human Resource Management</b>				<b>Study Programme:</b>	M
<b>Module Type:</b>	<b>ECTS Credits:</b>	<b>Workload:</b>	<b>Study Semester:</b>	<b>Module Duration:</b>	
Optional Compulsory	16	480	2. or 4.	One Semester	
<b>Courses (HPW=hours per week):</b>			<b>Contact Hours:</b>	<b>Independent Study:</b>	<b>Planned Group Size:</b>
Course 1: Strategic Human Resource Management (2 HPW)			30h	90h	50
Course 2: Leadership: Theory and Practice (2 HPW)			30h	90h	50
Course 3: Introduction to Labour Law (2 HPW)			30h	90h	50
Course 4: Empirical Research in Human Resource Management (2 HPW)			30h	90h	50
<b>Intended Learning Outcomes (ILOs):</b>					
<p>By the end of the module, students will be able to</p> <ul style="list-style-type: none"> <li>- explain strategic aspects of human resource management;</li> <li>- explain the link between strategic functions of human resource management and functions of general management;</li> <li>- describe and critically assess theories of leadership;</li> <li>- explain and adapt design aspects of leadership;</li> <li>- describe the basics of labour law and transfer them to selected fields of human resource management;</li> <li>- describe basic methods of empirical research in human resource management and adopt those methods to individual empirical projects.</li> </ul> <p>Furthermore, the conception of the courses is suited for the integration of case studies which encourage social competencies (such as conflict management, assumption of responsibility, assertiveness) and methodical expertise. In addition, they contribute to the acquisition and development of presentation skills.</p>					
<b>Key Competencies:</b>					
<ul style="list-style-type: none"> <li>- Scientific work</li> <li>- Independent working</li> <li>- Willingness to learn and perform</li> <li>- Critical thinking</li> <li>- Analytical skills</li> <li>- Problem solving</li> <li>- Reflection skills</li> <li>- Knowledge transfer</li> <li>- Oral and written communications skills</li> </ul>					
<b>Description/Contents:</b>					
The participants deal with human resource management in greater depth by studying strategic aspects of human resource management. In addition, they learn about theoretical aspects of					

leadership as well as design aspects of leadership. Furthermore, they learn about the basics of labour law and conduct an autonomous empirical research project on current questions of human resource management.

**Course 1: Strategic Human Resource Management**

1. Strategic human resource management
2. Employment relations and working time management
3. Personnel controlling and risk management
4. International assignment (expatriation)
5. Talent management
6. Management of co-determination
7. Human resource management and corporate social responsibility

**Course 2: Leadership: Theory and Practice**

1. Introduction to leadership
2. Leadership theories
3. Specific problem and design areas of leadership
4. Design aspects of leadership

**Course 3: Introduction to Labour law**

In **Course 3** the basics of labour law are taught. The course is offered by Prof. Dr. Andreas Feuerborn and his scientific staff (Faculty of Law of the HHU).

1. Individual labour law
2. Collective labour law

**Course 4: Empirical Research in Human Resource Management**

In **Course 4** the participants learn the basics of empirical research in human resource management, whereby the focus is on qualitative respectively quantitative methods. Subsequent, the participants conduct an autonomous empirical research project in small groups. These projects are based on current questions of human resource management in both theory and practice.

**Language:**

The language of the module is German.

**Teaching Methods:**

Course 1-3: lectures, guest lectures, group work, case studies, self-study.  
Course 4: introductory lectures, empirical research project, presentations, self-study.

**Module Applicability:**

M.Sc. Business Administration; M.Sc. Economics; M.Sc. Business Chemistry; M.A. Art Mediation and Cultural Management.

**Pre-requisites/Requirements:**

Admission to study "Business Administration", "Economics", "Business Chemistry" or "Art Mediation and Cultural Management" for a Master's degree. Economic expertise is required. For Course 4 basics of descriptive statistics are recommended.

**Examination Types:**

Until further notice, the module examination takes place every summer semester in the form of "another examination" (written exam (90 minutes) and submission of a research report). The concrete type of examination will be announced at the beginning of the semester.

<b>Requirements for Award of Credit Points:</b>
Successful passing of the exam. The exam will be passed if the grade is at least “sufficient“ (4,0).
<b>Availability:</b>
The module will be offered every summer term.
<b>Assessment:</b>
This course will be graded and is part of the calculation of the overall grade of your master degree. Particular information concerning the calculation of the overall grade can be found in the respective examination regulations.
<b>Person Responsible and Main Lecturer:</b>
Prof. Dr. Süß and the scientific staff of the Chair of Business Administration, in particular Work, Human Resource Management and Organization Studies
<b>Further Information:</b>
It is possible to write a project assignment within this module (MQ06, MQ07). 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.

State: 25.01.2024