

MW95: International Human Resource Management				Study program:	M
Module type:	ECTS credits:	Workload:	Study semester:	Duration of the module:	
Elective	8	240 h	1. or 3.	One semester	
Courses:			Contact hours:	Independent study:	Planned group size
Course 1: International Human Resource Management (2 SWS)			30h	90h	30
Course 2: Empirical Seminar on International Human Resource Management (2 SWS)			30h	90h	30
Intended Learning Outcomes (ILOs):					
<p>After completion of the module, students are able to</p> <ul style="list-style-type: none"> - present the challenges of international human resource management for multinational companies; - explain and critically discuss various aspects of international human resource management; - assess and expound the cultural and institutional differences between countries; - analyze and explain the relationship between the strategic functions of human resource management and the international context; - adapt and design HR practices to country-specific characteristics. <p>In addition, course 2 integrates the knowledge acquired in course 1 in a group project, which promotes social competencies (e.g., conflict resolution skills, taking responsibility, assertiveness) as well as individual methodological competence and contributes to the development or expansion of presentation techniques.</p>					
Key Competencies:					
<ul style="list-style-type: none"> - Scientific work - Critical thinking - Analytical skills - Problem-solving skills - Reflectivity - Ability to transfer knowledge - Teamwork - Intercultural competence - Presentation techniques - Verbal and written expression skills ... 					
Description/Contents:					
The module deals with the characteristics of international human resource management (<i>IHRM</i>) as well as with tasks and instruments of strategic human resource management in an international context.					

Course 1: International Human Resource Management

1. The cultural context of IHRM
2. The organizational context
3. IHRM in transnational mergers & acquisitions, alliances, and SMEs.
4. Sourcing human capital for global markets:
Recruiting, staffing and selection
5. International Performance Management
6. International training, education, & career
7. International compensation
8. International industrial relations and the global institutional context
9. Trends and future challenges of IHRM

Course 2: Empirical Seminar on International Human Resource Management

1. Introduction to quantitative methods and empirical research on IHRM using the SPSS software as an example
2. Application of the content from course 1 on an international data set
3. Subsequently, the participants carry out their own empirical project in group work based on the acquired knowledge and the international data set

Language:

The course language is German and English

Teaching Methods:

Course 1: Teaching lectures, guest lectures, group work, self-study

Course 2: Introductory lectures, empirical project work, group work, presentations, self-study

Module Applicability:

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

Prerequisites/Requirements:

Admission to the master's degree programs "Business Administration", "Economics" or "Art Mediation and Cultural Management". Economic knowledge is a prerequisite. For course 2, it is also recommended for participants to have basic knowledge of descriptive statistics.

Examination Type:

The final module examination takes place in the semester in form of either a written paper or a final semester examination (60 minutes). The type of examination will be announced at the beginning of the semester.

Requirements for award of the credit points:

Successfully passed module examination. A module examination is passed if the evaluation is at least "sufficient" (4.0).

Availability:

All courses are usually held in the winter semester of each academic year.

Assessment:

This course will be graded and is part of the calculation for the overall grade of your master's degree. For more detailed information on the calculation of the overall grade, please refer to the examination regulations of the respective university course.

Module coordinators and main lecturer:

Univ.-Prof. Dr. Marius Wehner and research assistants.

Further information:

For current information, please visit the website of the module representative.

Last review: 22.05.2023