

<b>M3 Managing People</b>	
<b>Lecturer</b> Prof. Dr. Michael Freiboth	<b>Module coordinator</b> Prof. Dr. Michael Freiboth
<b>Content</b> We will have a look towards the tasks and challenges that employees face when they arrive in a position that requires managing their own department and their own employees. We also look at the special situation of managing in an international context of international, global or multi-national companies. There will be a short overview on aspects of talent management like employment value proposition, job analysis, recruiting and selection, performance management as well as motivation, negotiation and leadership. A stronger emphasis will be placed on managing across cultures and on expatriation and working abroad. Students will learn to understand and apply standard and more advanced tools and to adapt them to changing situations and requirements.	
<b>Prerequisite for Participation</b> <ul style="list-style-type: none"> <li>• Basic understanding of Human Resource Management Tools and Practices</li> </ul>	
<b>Preparation / Reading</b> <ul style="list-style-type: none"> <li>•</li> </ul>	
<b>Intended learning outcomes</b> <ul style="list-style-type: none"> <li>• Understand differences between leadership and management</li> <li>• Learning and adapting management tools to different situations</li> <li>• Understand how performance management systems may be designed and how they will be influenced by cultural effects.</li> <li>• Evaluate their own leadership style and personality</li> <li>• Understanding and applying tools to manage employees</li> </ul>	
<b>Teaching &amp; Learning methods</b> <ul style="list-style-type: none"> <li>• <i>Classroom sessions:</i> We will have classical teaching lessons as well as case studies. Discussions and interactive learning are key targets</li> <li>• Presentations of student teams about their tasks and findings with discussions</li> </ul>	
<b>Practicability of course within other courses of the program</b> <ul style="list-style-type: none"> <li>• The course is linked with cross-cultural management</li> <li>• It has also strong relevance when it comes to all human resource related aspects of the other courses in the program to understand motivation and behavior of the relevant acting persons</li> </ul>	
<b>Literature</b> tbd at the start of each term	

**Course organisation**

<b>ECTS-Credits</b> 6	<b>SWS</b> 4	<b>Language</b> English
<b>Kind of module</b> Mandatory module	<b>Turnus</b> winter term	<b>Duration</b> 1 term
<b>Workload</b> 6 ECTS-Credits x 30 hours = 180 hours		

combined out of:		
<b>Attendance</b>  15 weeks * 4 hours = 60 hours	<b>Preparation / Homework / Self-study</b>  15 weeks * 3 hours = 45 hours	<b>Time for exercises and group work</b>  15 weeks * 2 hours = 30 hours
<b>Semester project / Presentation</b> See „Teaching and learning“  15 hours	<b>Exam preparation</b>  30 hours	<b>Exam time</b>  120 minutes
<b>Prerequisite for the exam</b> ----		
<b>Exam requirements</b> ----	<b>Weighting in examination</b> • Written exam:100 %	