

Study Focus - VT Human Resource Management

Code: IM4HRMG.VT

Lecturers

Prof. Dr. Michael Freiboth
Prof. Dr. Sarah Hatfield
Prof. Dr. Micha Bloching

Module Coordinator

Prof. Dr. Michael Freiboth

Intended Learning Outcomes

This module aims to prepare students for a future employment in human resources department of internationally operating companies, and a special emphasis is put onto international aspects of human resources management. Students learn about different cultures and ways to deal with human resources in various countries. Students learn how to design international assignments, address different recruiting needs and how to develop and maintain relationships with candidates. The module gives students an insight into recruiting and selection tools and helps them to decide on choosing appropriate tools for a successful selection of candidates.

They understand how performance management can be established within companies and which measures can be taken to manage performance of individuals and teams up to the whole organisation

The introduction into the core elements of German labor law allows students to understand the legal framework and consequences of individual personnel policy instruments and to respond appropriately to disciplinary issues within the work force.

Recruiting, Performance Management, International Human Resources Management

Students

- have a thorough understanding of all elements of a successful personnel marketing,
- understand what methods can be used for personnel selection and which ones can be used successfully for personnel selection in various contexts
- be aware of suitable methods for training needs analysis and training planning,
- can organize staff development measures,
- have a thorough understanding of talent management,
- understand the basic elements and their interdependencies in a modern performance management system,
- Understand the criticism of existing performance management systems to classify and understand the advantages and disadvantages of different salary structures and variable remuneration components,
- Understand the difficulties that international and multi-national companies face to establish a common Human Resources Management over countries and cultures

Students will be able to,

- Develop targeted personnel marketing concepts and defend them against management,
- Review the current selection practice in companies critically and to develop approaches to improve and categorize,
- establish sound and valid Selection interviews independently,
- Compare various concepts of staff development critically and evaluate them in terms of their suitability degree for the advancement of employees,
- Compare advantages and disadvantages of the various instruments of personnel development and present the results to management and employees,
- Evaluate Personal development approaches,
- analyze competency-based approaches of performance management
- to critically reflect and evaluate modern compensation systems in terms of their motivational impact

Labour Law

Students

- Understand the rules after which they may evaluate different legal acts of labour law,
- have an understanding of Terms in contracts,
- have a deeper understanding of workplace exercise,
- understand liabilities in labor law, also applying to personal injury,
- understand the influence of European law on national labor laws,
- Have a deeper understanding of vacation laws and sick leave,
- understand employment protection legislation, in particular they will discuss the special protection against dismissals in German laws
- know how the legal transfer of establishments,
- Will get a basic understanding about company constitutional law and the special rights of the works council
- Know about the tariff law and derive at a basic understanding strike and co-determination rights

Students will be able to,

- Recognize the right legal form of contracts
- Analyze general terms and conditions in work contracts
- Recognize companies' practices
- Consult the organization regarding liability issues
- Apply european labour law to company practice
- Apply vacation law and remuneration practice
- Consult the organization regarding special protection against dismissals and reasons for dismissal
- Recognize operational transitions and design a legal procedure
- Can explain and analyze tariff agreements and the consequences for the organization
- critical analyze the duties and competences of works councils
- Can apply co-determination rights

Content

Courses in the Module

- Personnel Recruiting (2 SWS, Prof. Dr. Michael Freiboth)
- International HR Management / Succession Planning (2 SWS, Prof. Dr. Michael Freiboth)
- Performance Management (2 SWS, Prof. Dr. Sarah Hatfield)
- Labour Law –advanced/ International Business Law (2 SWS, Prof. Dr. Micha Bloching)

Detailed Course Description

Students should gain a profound insight into all personnel tools and instruments that are required and used over the lifetime cycle of employees. Special emphasis lies the on Talent Management cycle and Performance management. In Addition to that the indispensable legal instruments in work relations will be enhanced and broadened.

Personnel

- Personalmarketing incl. Social Media
- Employer Branding
- Employment Value Proposition (EVP)
- Methods and tools of pre-selection
- Actual Trends – e.g. anonymous applications,, Self-Assessments, Video-Interviews
- Interview Design
- Assessment-Centers

- Expatriation
- International Aspects of Human Resources Management
- Talent Management
- Performance Management
- Target Agreements
- Performance Evaluation
- Remuneration Management

Labour Law

- Contracts and agreements
- Dismissals
- Civil Law in Labour law
- Tariff Law
- Co-Determination and Works Councils
- Working Time
- Vacation and sick pay
- Protection against willful dismissals

Teaching & Learning Methods

- Seminars
- Case Studies
- (Team-) Presentations
- Exercises

Media

Presentations with Beamer / Flipchart / Whiteboard / Metaplan / Videos

Relation/Interface to other modules

As a special minor for Human Resources the module provides the requirements for a successful start in the HR Department of international companies.

Additional Information

Excursions and guest lectures are optional.

Literature

- Skripts

Human Resources

- Phillips/Gully (2014) Human Resources Management. Cengage
- Recruiting Trends und aktuelle Studien zu Social Media und Arbeitgeberattraktivität
- Regnet, E. & Lebrecht, C. (2014). Arbeitgeberattraktivität und Fachkräftesicherung. In L. von Rosenstiel et al. (Hrsg.), Führung von Mitarbeitern. Stuttgart: Schäffer-Poeschel. 7. Aufl. S. 64 - 72.
- Schuler, H. (2014). Auswahl von Mitarbeitern. In Rosenstiel, L. v., Regnet, E. & Domsch, M. (Hrsg.). (2014). Führung von Mitarbeitern - Handbuch. S. 128 - 157. 7. Auflage, Stuttgart.
- Schuler, H. & Mussel, P. (2016). Einstellungsinterviews vorbereiten und durchführen. Göttingen.
- Watzka, K. (2011). Zielvereinbarungen im Unternehmen. Grundlagen, Umsetzung, Rechtsfragen. Wiesbaden.
- Briscoe, Schüler, Tarique (2012). International Human Resource Management. Routledge
- Dieckmann et al. (Ed.) (2008). International Human Resource Management: A European Perspective. Routledge.

Labour Law

- Erfurter Kommentar zum Arbeitsrecht, 16., neu bearbeitete Auflage 2016.
- Franzen / Gallner / Oetker, Kommentar zum europäischen Arbeitsrecht, 1. Auflage 2016.
- Henssler / Willemsen / Kalb (Hrsg.), Arbeitsrecht, 7., neu bearbeitete Auflage 2016.
- Hromadka / Maschmann, Arbeitsrecht • Band 2, Kollektivarbeitsrecht + Arbeitsstreitigkeiten, 6. Auflage 2014.
- Hümmerich / Lücke / Mauer (Hrsg.), Arbeitsrecht, 8. Auflage 2014.
- Krause, Arbeitsrecht II: Kollektives Arbeitsrecht, 2016.
- Marschollek, Skript Kollektives Arbeitsrecht, 5. Auflage 2015.
- Hantel, Europäisches Arbeitsrecht, 2014.
- Preis, Der Arbeitsvertrag, 5. Auflage 2015.
- Preis / Sagan (Hrsg.), Europäisches Arbeitsrecht, 2015.
- Schaub, Arbeitsrechts-Handbuch, 16., neu bearbeitete Auflage 2015.
- Schiek, Europäisches Arbeitsrecht, 2016
- Thüsing, Europäisches Arbeitsrecht, 3. Auflage 2016.
- Tschöpe (Hrsg.), Arbeitsrecht Handbuch, 9., neu bearbeitete Auflage 2015.
- Wedde (Hrsg.), Arbeitsrecht, 5. Auflage 2016.
- Fuchs, Maximilian/Marhold, Franz, Europäisches Arbeitsrecht, 4. Auflage, Wien, 2014.

Organisation

ECTS-Credits 12	SWS 8	Language English
Type of Module Study Focus	Turn Winter Semester	Duration 1 Semester
Semester of Study 3 rd Year, 5 th till 7 th Semester		
Participation Requirements: <ul style="list-style-type: none"> • §6 study and examination regulations Recommended Requirements: ---		
Workload 12 ECTS x 30 hours = 360 hours, Combined out of the following:		
Course Attendance 120 hours	Preparation / Homework / Self-Study 100 hours	Time for Exercises and Group Work 20 hours
Semester Project / Presentation Preparation 60 hours	Exam Preparation 60 hours	Exam Time 120 minutes
Prerequisite for Exam <ul style="list-style-type: none"> • Passed Exam at the end of Semester • While Studying: Presentation / Project Work 		
Type of Exam Written Exam	Weighting of Final Grade The four Module parts will be weighted with 25% each.	