

Degree course	Internationales Wirtschaftsingenieurwesen International Management and Engineering		
	Code	IWI-18, PERS	
Moduldescription	<i>Human Resource Management and Organization</i>		
Course	Human Resource Management & Organization		
Term	4	Mandatory/Elective	Mandatory
	Rotation Annual, (SS)		Duration 1
Responsible lecturer	Prof. Dr. Sarah Hatfield		
Lecturer	Dr. Sarah Hatfield		
Teaching language	English		
Teaching method / SWS	Seminar course (3 SWS), Exercise (1 SWS)	ECTS-Credits: 5	
workload/ attendance: 45 h	Preparation 60 h preparation and postprocessing,	Exercise: 45 h	
Study-/Examination-/-performance	Written exam, 90 minutes		
Prerequisites:			
Recommended Prerequisites:			
This module is a precondition for module			
Module objectives	<p>Understanding:</p> <ul style="list-style-type: none"> Understand possible leadership tasks of industrial engineers and know how they interlink with Human Resources Department. Be able to conduct managerial tasks such as staff planning, defining job profiles, determining salary levels and defining performance goals. Combine all contents in order to solve case studies and real life tasks of industrial engineers with leadership responsibility. <p>Inhaltsebene:</p> <p>The students shall provide for</p> <ul style="list-style-type: none"> A deeper knowledge on the management of staff along the HR lifecycle within a company. Specific know-how on how to implement Human Resources instruments, e.g. appraisal interviews, hazard assessments. <p>The students</p> <ul style="list-style-type: none"> will be able to define performance indicators and SMART goals in order to measure staff performance 		

	<ul style="list-style-type: none"> • are able to name chances and risks of various HR selection and recruiting instruments <p>Handlungsebene: The students are able to</p> <ul style="list-style-type: none"> • analyse HR data and evaluate it critically, e.g. fluctuation rates, absence rates etc. • identify measures in order to sustain quality and quantity of a workforce • to develop and implement training and performance concepts • The students will evaluate the effectiveness of different selection and recruitment instruments and compare job profiles to candidates accordingly
Content	<ul style="list-style-type: none"> • Employee lifecycle in a company • Staff planning & flexibility of work • Recruiting employees • Employee selection instruments • Salary management & remuneration policies • Performance Management & target setting • Staff Evaluation, Appraisals, Corrective Action, Dismissals • Training & HR Development • Employee Health and Safety • International HR, Expatriation Management • Fundamentals of Organisational Management • Specifics of Manufacturing Organisations
Teaching method	Lectures, seminars and workshops, case studies
Literature	<ul style="list-style-type: none"> • Scripts by lecturer • Bloisi, W. (2007) An Introduction to Human Resource Management. Maidenhead • Daft, R. L. (2015) Organization Theory and Design. Cengage