

Personalmanagement und Organisation Human Resource and Organisation Management	
Code: IM2ORGA	
Lecturers Prof. Dr. Michael Freiboth	Module Coordinator Prof. Dr. Michael Freiboth
<p>Intended Learning Outcomes</p> <p>The course will provide students with a thorough understanding of HR management skills and instruments, as well as the principle ideas of organisation theory</p> <p>Every organisation needs leadership and guidance</p> <p>Qualified and motivated staff is an increasingly important strategic element in market competition</p> <p>Students will realise how important people and human guidance are to a modern business</p> <p>The course will convey the effects of daily labour results on staff members' motivation and qualification</p> <p>Knowledge about the key elements of labour law will enable students to understand the legal constraints within which a company operates</p> <p>Students will gain fundamental knowledge of organisational methods and modern organisation schemes and theories</p> <p>To facilitate the transition from theory to applied knowledge, the lectures will be accompanied by workshops and exercises, where studies will apply these concepts to specific business relationships</p> <p>The course is intended to prepare students for a placement in the HR department of internationally operating companies</p>	
<p>Content</p> <p>Courses in the Module</p> <ul style="list-style-type: none"> ● Lectures (2 contact hours) ● Seminars / Workshops / Exercises in small groups (2 contact hours) <p>Detailed Course Description</p> <ul style="list-style-type: none"> ● Introduction to the subject and the role of Human Resource Management ● Personnel planning, international comparison ● Staff evaluation, MbO ● Employer branding, recruitment and selection of employees ● Salary management, remuneration policies ● Performance management ● Basics of organisation management ● Modern organisation theories ● Motivation in business organisations ● Forms of teamwork, working in/leading teams ● Personnel development and talent management ● International HR management ● Employment law and industrial relations ● Strategic human resource management ● Dismissals 	
<p>Teaching & Learning Methods</p> <ul style="list-style-type: none"> ● Lectures ● Workshops ● Exercises ● Case studies 	

Media Presentations with projector / flipchart / pin board
Relation / Interface to other Modules ---
Additional Information ---
Literature <ul style="list-style-type: none"> • Scripts by lecturer • L.v. Rosenstiel, E. Regnet, M. Domsch (Ed.) (2009). Führung von Mitarbeitern. Handbuch für erfolgreiches Personalmanagement. Stuttgart, 6th edition (selected chapters) • D. A. DeCenzo & S. P. Robbins (2007). Fundamentals of Human Resource Management • Briscoe, Schuler (2012) International Human Resource Management, Routledge • W. Bloisi (2006) An Introduction to Human Resource Management, Maidenhead • G. Schreyögg (2009) Organisation. Grundlagen Moderner Organisationsgestaltung, Wiesbaden (selected chapters)

Organisation

ECTS Credits 5	Contact Hours 4	Language of Instruction English
Type of Module Compulsory	Offered Winter semester	Duration 1 semester
Semester of Study 2 nd year, 3 rd semester		
Prerequisite for Participation See §6 Study- and Examination Regulations		
Recommended Requirements <ul style="list-style-type: none"> • Bloisi (2006): Introduction to Human Resource Management 		
Total Workload and Breakdown of Credits 5 ECTS x 30 hours = 150 hours, made up of:		
Course Attendance 60 hours	Preparation / Homework / Self-study 40 hours	Time for Exercises and Group Work 20 hours
Semester Project / Presentation Preparation ---	Exam Preparation 30 hours	Duration of Examination 90 minutes
Prerequisite for Award of Credit Points Passing the examination at the end of the semester		
Examination requirements Written examination	Weighting of Final Grade Written examination: 100%	