

## GENERAL DATA

Program title	<b>MBA - International Business</b>
Course	<b>Human Resource Management</b>
Course ID <input type="text"/>	Year of study: 2018/2019
NAME OF LECTURERS:	FH-Prof. Dr. Karin Sixl-Daniell (guarantor, lecturer)

## COURSE DESCRIPTION

Human Resource Management aims to help students develop knowledge and skills that will assist them in managing people at work, Human resource planning, human resource information systems (HRIS), the design of jobs and work systems as well as staffing issues such as recruitment and selection are discussed. Effective supervision, performance management, training and development, compensation and benefit systems are highlighted as well as employee relations, diversity and change management. Students will understand the complexity of international HRM and learn about ethical, legal and cultural issues, managing expatriates, compensation, performance management and motivation in an international setting.

## LEARNING OUTCOMES

Upon completion of this subject, students are able to

- Explain key issues in managing human resources, such as external environmental factors, internal organizational structure and general management issues
- Explain key principles underlying effective management of human resources and the role of people management in influencing organizational effectiveness
- Apply theoretical knowledge of HRM in a range of situations
- Assess the likely efficacy of different approaches to managing human resources
- Recommend practical solutions to improve the HRM practices in an organization
- Attend to all of the above in an international setting

## REQUIRED READINGS

The relevant information can be found in the Studypack and consists of the courseware for this course. Additionally, there are articles for this subject to be read.

ADDITIONAL ARTICLES AND LINKS FROM THE COURSEWARE (STUDYPACK)

## **DIDACTICS, TEACHING METHOD, EXAM PROCEDURE**

Course: 5 ECTS = 125 hours of study load (1 ECTS = 25 hours of study load)

Mode of delivery: distance learning/e-learning

Planned learning activities and teaching methods: Integrative assessment

Assessment methods and criteria: Integrative assessment