Human Resources & Organisational Behaviour

Department code:	Module name in German:
IBM4.3	Personalwesen & Organisation

Workload:	ECTS credits:	Semester:	Frequency of module:	Duration:
150 hours, made up of: 72 contact hours 78 self-study hours	5 ECTS	4th semester	Summer semester	1 semester

Module type:	Academic level:	Suitability of module:
Compulsory module	Bachelor's degree	Recommended pre-requisite for Bachelor's Thesis; study programmes in the fields of business and economics

1	**Learning outcomes:** Students will be able to articulate and explain the importance of HR management and the role that this plays in making a business successful. They are able to describe and explain the basic features of the respective functions of HR management. Furthermore, students can analyse and critically debate certain HR management issues and use key instruments of HR management in the business environment within international frameworks. They will have an awareness of the implications of individual behaviour as well as behaviour in groups and organisations and be attuned to different intercultural peculiarities.
2	**Module content:** – Positioning of human resources management in the corporate context against the background of social, corporate and employee goals and personnel policy – Factors that influence personnel management (e.g. globalisation, interculturality, demographic development, digitalisation, Work 4.0, etc.) – (Quantitative and qualitative) human resource planning – Personnel marketing, recruitment and selection – Personnel deployment and personnel support – Staff development – Remuneration and company payment of social benefit contributions – Layoffs and staff reductions – International reference points in the context of human resources – Fundamentals of leadership and motivation of personnel – Policy approach of organisations at individual, group and organisational level with particular focus on specific intercultural aspects
3	**Teaching and learning methods:** 3 SWS seminar-type tuition 1 SWS practical tutorial
4	**Module language:** English
5	**Pre-requisites for studying this module:** required: none recommended: Intercultural Communication
6	**Type of examination:** Written examination or oral interview
7	**Assessment methods:** Graded
8	**Requirements for awarding ECTS credits:** Student must pass module examination