

IMA 1.4 Global Human Resource Management				
Department code: IMA 1.4		Module name in German: Internationales Personalmanagement		
Workload: 150 hrs, made up of 72 contact hours 78 self-study hours	ECTS credits: 5 ECTS	Semester: 1st semester	Frequency of module: Winter semester and summer semester	Duration: 1 semester
Module type: Compulsory module	Academic level: Master's	Suitability of module: Recommended pre-requisite for Leadership & Communication, Practical Management of a Global Firm (Business Simulation), Master's Thesis; study programmes in the fields of business and economics		
1	Learning outcomes: Students will have an awareness of the demands on global managers and on human resource departments of multinational organisations, gained by understanding and differentiating between different cultural influences. They will be able to analyse and evaluate the work involved in global human resources and international management on the basis of different internationalisation strategies of companies and cultural concepts. They will also be able to apply their knowledge of the challenges inherent to international management and leadership work as well as human resources work to selected and contemporary issues. Appropriate teaching methods enable students to train their intercultural expertise, develop their own positions and defend and reflect on these positions.			
2	Module content: <ul style="list-style-type: none">• Internationalisation strategies of companies• Cultural concepts, cultural dimensions, cultural standards, acculturation• Impacts of global corporate activity on the main functional areas of human resources management• Corporate social responsibility in an international context• Diversity management• International staff recruitment and global employer branding• Staff training and development, in particular country-specific learning styles and culture-specific career planning• Assignments overseas: types of international assignments, selection of staff to be assigned overseas/expatriates, preparation for assignment overseas/expatriation (especially intercultural training), phases of assignments overseas, global performance management, remuneration of staff assigned overseas/expatriates, repatriation• Selected aspects of employer-employee relations in a country comparison (industrial relations)			
3	Teaching and learning methods: 3 SWS seminar-type tuition 1 SWS practical tutorial			
4	Module language: German (English)			
5	Pre-requisites for studying this module: required: none recommended: none			
6	Type of examination: Written examination or in-class oral paper presentation and discussion/presentation			
7	Assessment methods: Graded			
8	Requirements for awarding ECTS credits: Student must pass module examination			
9	Other remarks: None			