

Module Handbook

TUK MODHB Homepage

Course WIW-HRMOB-HRM-K-7

Seminar-like lecture: Human Resource Management (2K, 3.0 LP)

Course Type

SWS	Type	Course Form	CP (Effort)	Presence-Time / Self-Study
2	K		3.0 CP	30 h 60 h
(2K)			3.0 CP	30 h 60 h

Basedata

SWS	2K
CP, Effort	3.0 CP = 90 h
Position of the semester	1 Sem. in SuSe
Level	[7] Master (Advanced)
Language	[DE] German
Lecturers	Rabl, Tanja, Prof. Dr. (PROF DEPT: WIW)
Area of study	[WIW-HRMOB] Human Resource Management, Leadership, and Organization
Lifecycle-State	[NORM] Active

Notice

This course is a seminar-like lecture.

Contents

1. Strategic human resource management: Introduction
2. Human resource planning: Strategy and instruments
3. Human resource recruiting and selection: Strategy and instruments

4. Human resource development: Strategy and instruments
5. Performance management: Strategy and instruments
6. Compensation: Strategy and instruments
7. Downsizing: Strategy and instruments

Literature

- Armstrong, M. (2020). Armstrong's handbook of strategic human resource management (7th ed.). Kogan Page.
- Millmore, M., Lewis, P., Saunders, M., Thornhill, A., & Morrow, T. (2007). Strategic human resource management: Contemporary issues. Prentice Hall.
- Noe, R., Hollenbeck, J. R., Gerhart, B., & Wright, P. (2020). Human resource management: Gaining a competitive advantage (12th ed.). McGraw-Hill Education.
- Stock-Homburg, R., & Groß, M. (2019). Personalmanagement: Theorien – Konzepte – Instrumente [Human resource management: Theories – Concepts – Instruments] (4th ed.). Springer Gabler. <https://doi.org/10.1007/978-3-658-26081-1>

Materials

- OLAT course
- Lecture notes with references to each topic
- Instruments of human resource management
- Research articles

Requirements for attendance (informal)

Knowledge about basic leadership and motivation concepts; knowledge of statistics

Requirements for attendance (formal)

None

References to Course [WIW-HRMOB-HRM-K-7]

Module	Name	Context	
[WIW-HRMOB-HRMOB1-M-7]	Human Resource Management and Organizational Behavior	P: Obligatory	2K, 3.0 LP