

Module Handbook

TUK MODHB Homepage

Module WIW-MDT-DOH-M-7

Digital Transformation, Organizational Behavior, and Human Resource Management (M, 4.5 LP)

Module Identification

Module Number	Module Name	CP (Effort)
WIW-MDT-DOH-M-7	<i>Digital Transformation, Organizational Behavior, and Human Resource Management</i>	4.5 CP (135 h)

Basedata

CP, Effort	4.5 CP = 135 h
Position of the semester	1 Sem. in SuSe
Level	[7] Master (Advanced)
Language	[EN] English
Module Manager	Rabl, Tanja, Prof. Dr. (PROF DEPT: WIW)
Lecturers	Rabl, Tanja, Prof. Dr. (PROF DEPT: WIW)
Area of study	[WIW-HRMOB] Human Resource Management, Leadership, and Organization
Reference course of study	[WIW-88.21-SG#2009] M.Sc. Business Studies (2009) [2009]
Lifecycle-State	[NORM] Active

Courses

Type/SWS	Course Number	Choice in Module-Part	SL	PL	CP	Sem.
3K	WIW-MDT-DOH-K-7	P	-	PL1	4.5	SuSe

- About [WIW-MDT-DOH-K-7]: Title: "Digital Transformation, Organizational Behavior, and Human Resource Management"; Presence-Time: 45 h; Self-Study: 90 h

Examination achievement PL1

- Form of examination: **presentation**
- Examination Frequency: Examination only within the course

Evaluation of grades

The final grade for the module is based on the total sum of achieved points considering the following weighting of achievements:

- Presentation on current scientific research findings with discussion (50%)
- Presentation on results of a practical project with discussion (50%)

Contents

From [WIW-MDT-DOH-K-7] **Digital Transformation, Organizational Behavior, and Human Resource Management:**

1. Digital transformation in organizations: Conceptual considerations
2. Digital transformation and employee behavior
3. Digital transformation and employees' technology acceptance
4. Digital transformation and employee well-being
5. Digital transformation and job design
6. Digital transformation and electronic human resource management

Competencies / intended learning achievements

With successful completion of the module, students will be able to

- reflect and assess the current state of the art of research on digital transformation management from an organizational behavior and human resource management perspective,
- critically evaluate the chances and challenges arising from digital transformation for employees and human resource management on the base of scientific research knowledge,
- reflect und assess solutions chosen by managerial practice to deal with the chances and challenges arising from digital transformation for employees and human resource management by collating them with scientific research knowledge,
- recommend solutions for managerial practice for dealing with the chances and challenges arising from digital transformation for employees and human resource management based on scientific research knowledge.

Literature

From [WIW-MDT-DOH-K-7] **Digital Transformation, Organizational Behavior, and Human Resource Management:**

- Dulebohn, J. H., & Stone, D. L. (2018). *The brave new world of eHRM 2.0*. Information Age Publishing.
- Hertel, G., Stone, D. L., Johnson, R. D., & Passmore, J. (2017). *The Wiley Blackwell handbook of the psychology of the internet at work*. John Wiley & Sons. <https://doi.org/10.1002/9781119256151>
- Rabl, T. & Petzsche, V. (2018). Erfolgreiche Arbeit in Zeiten der Digitalisierung – Determinanten und Implikationen für das Personalmanagement. [Successful work in times of digitalization – Determinants and implications for human resource management]. In V. Lingnau, G. Müller-Seitz, & S. Roth (Eds.), *Management der digitalen Transformation: Interdisziplinäre Perspektiven und praktische Ansätze [Managing the digital transformation: Interdisciplinary perspectives and practical approaches]* (pp. 83–114). Vahlen. <https://doi.org/10.15358/9783800655410-I>

Materials

- OLAT course with teaching materials
- Research articles

Requirements for attendance of the module (informal)

Basic knowledge in organizational behavior and human resource management

Requirements for attendance of the module (formal)

None

References to Module / Module Number [WIW-MDT-DOH-M-7]

Module-Pool	Name
[WIW-MDT-MPOOL-7]	Field of Specialization: Managing the Digital Transformation