

# Human Resources Management, Organisation and Project Management (W3BW\_105)

## Human Resource Management, Organisation and Project Management

### FORMAL INFORMATION ON THE MODULE

MODULE NUMBER	LOCATION IN THE COURSE OF STUDY	MODULE DURATION (SEMESTER)	MODULE RESPONSIBILITY	LANGUAGE
W3BW_105	2nd academic year	1	Prof Dr Uwe Schirmer	German/English

### FORMS OF TEACHING USED

Lecture, case study, inverted classroom, role play

### FORMS OF EXAMINATION USED

EXAM PERFORMANCE	EXAM DURATION (IN MINUTES)	GRADING
Written exam or presentation	120	yes

### WORKLOAD AND ECTS CREDITS

TOTAL WORKLOAD (IN H)	OF WHICH ATTENDANCE TIME (IN H)	OF WHICH SELF-STUDY (IN H)	ECTS CREDIT POINTS
150	55	95	5

### QUALIFICATION OBJECTIVES AND COMPETENCES

#### PROFESSIONAL COMPETENCE

Students will be able to understand and evaluate the relevance of personnel policy decisions for the company as a whole. They will have gained an overview of all relevant HR management processes, from personnel planning to redundancies, and will also be able to categorise the relevance of co-determination in the company.

They are also familiar with the basic theories and concepts of organisational design. They are familiar with the various forms and models of structural and procedural organisation, including the framework conditions and special features of project management. On this basis, they are able to make qualified assessments of real organisational concepts.

#### METHODOLOGICAL EXPERTISE

Students learn about the instruments of operational HR work and theoretical organisational concepts and are able to assess their respective relevance and transfer them to practical applications - e.g. in the context of project management.

#### PERSONAL AND SOCIAL COMPETENCE

Students learn about the characteristics participative, culturally sensitive and tolerant behaviour. They will also have developed a deeper understanding of the social/ethical responsibility of corporate HR work and will be able to categorise the importance of works councils. In addition, they have developed an understanding of the behaviour-shaping power of organisational regulations.

#### OVERARCHING COMPETENCE

Based on the overall strategic orientation of a company, students are able to recognise and evaluate the fundamental framework conditions for personnel management and the organisation. They will have become familiar with the range of human resources management instruments and will be able to understand their effects; students will also recognise the importance of organisational design as an essential element in the management process, will be able to assess the contribution of organisational policy decisions to corporate management and will be able to transfer this to specific fields of action in project management.

### LEARNING UNITS AND CONTENT

TEACHING AND LEARNING UNITS	PRESENCE TIME	SELF-STUDY
Human resources management	33	57

## LEARNING UNITS AND CONTENT

### TEACHING AND LEARNING UNITS

- Objectives and tasks of operational HR work
- Personnel requirements planning
- Basics of personnel marketing
- Recruitment
- Company remuneration policy
- Personnel development
- Personnel release
- Organisational models for the HR area

### PRESENCE TIME

### SELF-STUDY

### Organisation and project management

22

38

- Company and organisation
- Organisational theories
- Organisational structure
- Process organisation/process management
- Shaping organisational change (organisational development)
- Project management (project conception, project realisation, project control)

### SPECIAL FEATURES

Module coordinator Prof. Dr Ernst Deuer (RV)

### PREREQUISITES

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### LITERATURE

- Bach, N.; Brehm, C.; Buchholz, W.; Petry, T.: Wertschöpfungsorientierte Organisation. Architectures - Processes - Structures, Wiesbaden: SpringerGabler
- Berthel, J.; Becker, F. G.: Personal-Management. Basic principles for concepts of operational personnel work, Stuttgart: Schäffer-Poeschel
- Lindner, D.; Lindner-Lohmann, F.; Schirmer, U.: Personalmanagement, Heidelberg: Springer
- Oechsler, W.A. / Paul, C: Personal und Arbeit, Munich, Vienna: Oldenbourg
- Scholz, C.: Personalmanagement. Information-oriented and behavioural theoretical foundations, Munich: Vahlen
- Schulte-Zurhausen, M.: Organisation, Munich: Vahlen
- Schreyögg, G. / Geiger, G.: Organisation. Fundamentals of modern organisational design, Heidelberg: Springer
- Stock-Homburg, R.: Personalmanagement. Theories - Concepts - Instruments, Wiesbaden: SpringerGabler
- Vahs, D.: Organisation: Ein Lehr- und Managementbuch, Stuttgart: Schäffer-Poeschel