

Modul-Nr./ Module-Code	BMSIB3000
Modulbezeichnung / Module title	Human Resource Management
Semester or Trimester	4 th
Dauer des Moduls / Duration of the module	1 semester
Art des Moduls (Pflicht, Wahl, etc.) / Module type (Compulsory, Elective etc.)	Compulsory subject
Ggfs. Lehrveranstaltungen des Moduls / If applicable: Sub-modules	-
Häufigkeit des Angebots des Moduls / The module is offered ...	Annually (summer semester)
Zugangsvoraussetzungen / Prerequisites for attending	None
Verwendbarkeit des Moduls für andere Module und Studiengänge / Applicability of the module for other modules and degree courses	The work carried out in this module prepares students for the complex discussion of human resource problems in the current political and economic situation.
Modulverantwortliche/r / Lecturer in charge	Prof. Dr. Mertens
Name der/des Hochschullehrer/s / Name of the lecturer	Prof. Dr. Mertens
Lehrsprache / Language of Instruction	English
Zahl der zugeteilten ECTS credits / Number of ECTS credits	5
Gesamtwoad und ihre Zusammensetzung / Workload and its composition	150 hours (86 h self-study; 64 h contact time)
SWS / Semester periods per week	4
Art der Prüfung / Assessment methods	Written examination (2 hours)
Gewichtung der Note in der Gesamtnote / Weight in final grade	2 %
Qualifikationsziele des Moduls / Learning outcomes of the module	<p><u>Knowledge and Understanding</u> Basic competence in knowledge and methods of current human resource work within enterprises (see "Curriculum of the module").</p> <p><u>Applying knowledge and understanding</u> The lectures are accompanied by students' presentations and some case studies.</p> <p><u>Making judgements</u> The discussion of current human resources issues (national and international) results in assessing the consequences for different economic players, particularly employers and employees.</p>

	<p><u>Communication</u> Results obtained are discussed in class.</p> <p><u>Learning skills</u> The work carried out in this module enables the students to understand current discussions of human resource topics and prepares them for their future life as working members of society.</p>
Inhalte des Moduls / Syllabus	<p>Basics of Personnel Management - Personnel planning as the framework and starting point of personnel management - Manpower requirements planning - Personnel recruitment and selection of personnel - Personnel appraisal - Personnel placement and work structuring - Personnel remuneration, certificate of success and social benefits - Personnel development - Personnel controlling - Personnel administration - Staff reduction und personnel exemption (personnel layoff)</p>
Lehr- und Lernmethoden des Moduls / Teaching Methods of the Module	Lecture
Besonderes / Special Features	
Literatur / Literature	<p>Jung, H. : Personalwirtschaft. 7. Auflage, München, Wien 2008 Olfert, K.: Kompakt-Training Personalwirtschaft. 6. Auflage, Ludwigshafen, 2009 Weuster, A. : Personalauswahl. 2. Auflage, Wiesbaden, 2008 Bröckermann, R. : Personalwirtschaft. 5. Auflage, Stuttgart, 2009 Mertens, R.; Kramer, W.: Entlohnungssysteme im Automobilhandel, München, 2008 Mertens, R. in: Brachat, H., Autohaus Management 2015, 2009 Jackson, S.E; Schuler, R.S.: Managing Human Resources, Cincinnati, 2000 Heery, E.; Noon, M.: A Dictionary of Human Resource Management, New York, 2001 Pinnington, A; Edwards, T.: Introduction to Human Resource Management, New York, 2000</p>