

Modul-Nr./ Module-Code	BMSIB4100	
Modulbezeichnung / Module title	International Human Resource Management and Psychology for Managers	
Semester or Trimester	6 th	
Dauer des Moduls / Duration of the Module	1 semester	
Art des Moduls (Pflicht, Wahl, etc.) / Module type (Compulsory, Elective etc.)	Major (Elective)	
Ggfs. Lehrveranstaltungen des Moduls /If applicable: Sub-Modules	BMSIB4110 International Human Resource Management	
	BMSIB4120 Psychology for Managers	
Häufigkeit des Angebots des Moduls / The module is offered ...	Annually (summer semester)	
Zugangsvoraussetzungen / Prerequisites for attending	Recommendable: Successful completion of BMS foundation courses	
Verwendbarkeit des Moduls für andere Studiengänge / Applicability of the module for other modules and degree courses	This module provides students with an understanding of the complexity and dynamics of leadership and teamwork. Both the strategic thinking and the necessary tools, including communication and knowledge of the correct and corresponding motivational strategies to operate in an international environment as a successful leader are transferable to all other functional teachings.	
Modulverantwortliche/r / Lecturer in charge:	Prof. Dr. Björn P. Jacobsen	
Name der/des Hochschullehrer/s / Name of lecturer(s)	Prof. Dr. Björn P. Jacobsen	
	Prof. Dr. h.c. Hiltgunt Fanning	
Lehrsprache / Language of Instruction	English	
Zahl der zugeteilten ECTS-Credits / Number of ECTS-Credits	3	5
	2	
Gesamtworkload und ihre Zusammensetzung / Workload and its composition	150 hours (86 h self-study; 64 h contact time)	
SWS / Semester periods per week	2	
	2	
Art der Prüfung / Assessment methods	Written exam (1 hour)	
	Written exam (1 hour)	
Gewichtung der Note in der Gesamtnote / Weight in final grade	4 %	
Qualifikationsziele des Moduls / Learning outcomes of the Module	<u>Knowledge & Understanding</u> Students understand the concept of effective leadership in an international context as well as its application and relevance to manage daily business. In addition, they are capable of being a valuable team player in a multicultural team.	

Furthermore, students acquire basic understanding of the science of psychology, the different approaches developed over the course of history, the interplay between reason and emotion, consciousness and subconsciousness, group and individual(s), human typology, psychological aspects of leadership, and the road and obstacles to peak performance

Applying Knowledge & Understanding

The students learn how to address challenging situations, both from the perspective of leadership and team member. They understand that a one-dimensional leadership style is not sufficient to become a successful international leader. Selected examples from different cultural backgrounds confront the students with a specific intercultural thinking that enables them to react accordingly. They will be able to form teams and provide them with clear vision, mission, values and strategic goals.

The discussion of theory/theories is accompanied by numerous experiments.

Making judgments

Students will be able to identify and analyse leadership styles and reflect the strength and weaknesses in the relevant context. They will be able to think in terms of value and transform it into a sustainable growth of a company value. Furthermore, they are able to give recommendations for further discussions. The competence is gained by lectures, guest lectures and case studies.

Moreover, the experiments carried out in class will ensure that students can obtain a first evaluation of the validity & usefulness of theories discussed.

Communication

Results of group work are presented in oral and written form. The students get

	<p>prepared to answer relevant intercultural questions related to the topics.</p> <p>Also, the results obtained are communicated in both oral presentations and readers.</p> <p><u>Learning skills</u> This module enables students to successfully lead intercultural teams as well as being valuable team members.</p> <p>The module prepares also the students for understanding themselves and others better, for communicating more effectively, for enhancing their leadership skills and for achieving peak performance even in difficult settings.</p>
<p>Inhalte des Moduls / Syllabus</p>	<p>BMSIB4110: Management and Leadership - Management: Definitions, Management: Roles & Skills, Leadership: Definitions, Leadership: Philosophical Groundings, Leadership: Approaches Leadership Foundations - Leadership Styles, Successful Leadership Leadership in a Religious Context - Confucian Management, Taoism Leadership, Buddhism and Management, Islamic Management Leadership in an International Context - Attitudes of European Managers, Leadership in Japan, China, Russia, Leadership in the Middle East, Leadership Approaches in Developing Countries, GLOBE Study, Insights from the GLOBE Study Motivation - Nature of Motivation, Content Theories, Process Theories, Motivation Applied Teamwork - Definition, Challenges, Communication, Team Development, Group Dynamics, Group Think, Decision-Making Processes</p>

	<p>BMSIB4120:</p> <ol style="list-style-type: none"> 1) The reasons of human behaviour Social, behavioural & cognitive aspects - Physiological & neurobiological aspects 2) History of Psychology Structuralism – Functionalism – Psychoanalysis – Behaviourism – Humanism – Gestalt – Existentialism – Cognitivism) 3) Perception The senses – Consciousness – Subconsciousness – Subjective v. Objective 4) Reasoning & Feeling Processing information – Memory – Intelligence - Motivation & Emotion 5) Human Typology 6) Achieving peak performance (Hypno)-Systemic empowerment - Energy-based Psychology (EFT, DYNAMIND, FASTER EFT, NEUROTUNING) - SILVA Mind control)
Lehr- und Lernmethoden des Moduls / Teaching Methods of the Module	Lectures interspersed with seminar elements (case studies, discussions, exercises, group work, presentations)
Besonderes / Special Features	Guest lectures
Literatur / Literature	<p>BMSIB4110: Hodgetts, R.M., Luthans, F. (2014), International Management: Culture, Strategy, and Behavior, 9th Ed., NY. Kreitner, R. (2008), Management, 11th ed., Boston Mead, R., Andrews, T.G. (2009), International Management, 4th ed., Chichester.</p> <p>BMSIB4120: Gross, Richard: Psychology: The Science of Mind and Behaviour. BURNS, David: Feeling good. The New Mood Therapy. DUHIGG, Charles: The Power of Habit. Why we do what we do and how to change. HEATH, Chip & Dan: Switch. How to Change Things When Change Is Hard. SMITH, Robert G.: Quickstart to Faster EFT. WISEMAN, Richard: 59 seconds.</p>