

Prof. Dr. Markus-Oliver Schwaab



Syllabus

for the course „Modern HRM Practice“ (HRM5101), part of module 1: „Foundations of Contemporary Management“

Please read this syllabus carefully and feel free to ask any remaining questions that you might have.

Course: HRM5101, 2 SWS, 3 Credits (= 90 hours workload in total, 60 hours self-study), English, Level: advanced.

Course description

At the beginning of their master's degree program, the participants will get to know the most important aspects of contemporary human resources management (HRM), based on the three pillar model of modern HRM of Pforzheim University. They will learn to critically assess the relevant approaches concerning the central functions of HRM. In particular, the importance of responsible management will be underlined. In this context, students work through case studies and learn from sample solutions. The participants acquire a deep understanding of the fundamentals of HRM which are necessary for the other courses in the master's program.

The course, therefore, focuses on knowledge enhancement and expansion.

Scheduling

The lecture will start on October 11th and take place regularly, once a week, on Wednesdays, until December 6st.

Contents

- 1 Introduction
 - 1.1 Relevant context and challenges of HRM
 - 1.2 The three pillars of HRM
2. HR Strategy (Overview) and Organization of HR Department
3. Personnel Controlling and Planning
 - 3.1 Quantitative planning
 - 3.2 Qualitative planning
4. HR Marketing and Recruiting
 - 4.1 HR Marketing
 - 4.2 Recruiting process
 - 4.3 Integration and Retention

5. Deployment and Performance Management
 - 5.1 Basic rules of deployment
 - 5.2 Working time management
 - 5.3 Workplace management
 - 5.4 Performance Management

6. Compensation and Benefits
 - 6.1 Compensation systems
 - 6.2 Social benefits

7. HR Development and Training
 - 7.1 HR Development
 - 7.2 Talent Management
 - 7.3 Training

- 8 Employee separation and downsizing

- 9 Key indicators

Learning objectives

By the end of the course, students will...

- be familiar with the relevant challenges and the pillars of modern and social responsible human resources management
- know the important management approaches in the central functions of human resources management
- be able to evaluate concrete practical solutions of human resources management

Teaching and Learning Approach

The course consists of three main elements. Besides lectures, students will have to work on case studies, which will be partially prepared in advance, and discussed in the classroom. The students will have access to the different presentations and course documents on an e-learning platform and will be provided links to related videos. In addition, a reader will be available with the relevant chapters of books and articles. The literature will have to be read in order to prepare for the knowledge tests, which will take place four times during the semester.

Prerequisites

A general knowledge of human resources management is required.

Grading

- Knowledge test (the best 3 tests out of 4 will be counted): 36/60 points
- Preparation, facilitation and short statements related to case studies (one-page & oral contribution): 24/60 points

To pass the exam, 30/60 points have to be attained.

Literature

Cascio, W.F. (2003). Responsible restructuring: Seeing employees as assets, not costs, Ivey business Journal, November/December 2003, pp 1-5.

Cascio, W.F. & Aguinis, H. (2014). Applied Psychology in Human Resource Management, 7th Edition. Pearson.

Dessler, G. (2017). Human Resource Management, Global Edition, 15th Edition. Pearson.

Lussier, R. N. & Hendon, J. R. (2013). Human Resource Management. Sage.

Rees, G. & Smith, P. E. (2014). Strategic Human Resource Management. Sage.

Torrington, D., Hall, L., Taylor, S. & Atkinson, C. (2014). Human Resource Management, 9th Edition. Pearson.

Ulrich, D., Younger, J., Brockbank, W. & Ulrich, M. (2012). HR from the outside in. McGraw-Hill.

Wilton, Nick (2016). An Introduction to Human Resource Management, 3rd Edition. Sage.

Availability of the lecturer

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