Syllabus
BAE2621 Human Resources Management
Prof. Dr. Katharina Kilian-Yasin
Summer Semester 2024

Level	Bachelor		
Credits	3		
Student Contact Hours	2		
Workload	90 hours		
Prerequisites	You should have a good command over the English language (B2).		
Time	Mondays, 01:45 – 03:15 pm		
Room	s. LSF		
Start Date	s. LSF		
Lecturer(s)	**Name**	Prof. Dr. Katharina Kilian-Yasin	
	Office	T1.5.25	
	Virtual Office	Will be communicated in class	
	Office Hours	by appointment	
	Phone	07231 28-6462	
	Email	Katharina.kilian-yasin@hs-pforzheim.de (preferred mode of communication)	

Summary

Students learn the basics and working methods of Human Resources Management (HRM). They learn how HRM with its central service and control functions is integrated into the corporate strategy and the overall context of corporate activity. After the course, they will be able to assess and understand strategic and operative corporate HRM measures.

Outline of the Course

The following topics of personnel management will be covered in the course:

- Structure and Function of HR Management

- Personnel planning (qualitative/quantitative)

- HR Recruitment, selection, development

- Assessing HR Competencies

- Conflict and Diversity Management

- Leadership types, styles and approaches

- Ethical aspects of HRM and Leadership

Course Intended Learning Outcomes and their Contribution to Program Intended Learning Outcomes / Program Goals

Program Intended Learning Outcomes		Course Intended Learning Outcomes
	After completion of the program the students will be able…	After completion of the course the students will be able…
1	**Expert Knowledge**	
1.1	...to demonstrate their solid key knowledge in Technical Basics.	
1.2	...to demonstrate their solid key knowledge in Mechanical Engineering.	
1.3	…to demonstrate their distinguished and sound competencies in General Business Administration.	…to understand HRM as an integral part of international engineering and management tasks and to analyse and look for solutions to complex HRM issues.
1.4	...to demonstrate their distinguished and sound competencies in Economics.	
1.5	...to demonstrate their solid key knowledge in Mathematics.	
1.6	...to solve business problems based on profound data research skills and by applying quantitative methods.	
1.7	...to demonstrate their solid key knowledge in Computer Science.	
1.8	...to demonstrate profound expert knowledge in their field of specialization.	
2	**Digital Skills**	
2.1	...to know and understand relevant IT software tools used in business and their features and have a solid understanding of digital technologies.	
2.2	...to effectively use and apply information systems to develop solutions in business settings.	
2.3	...to effectively use digital technologies to interact, to collaborate and to communicate.	

2.4	...to handle the professional use of digital technologies in a responsible manner.	
3	**Critical Thinking and Analytical Competence**	
3.1	...to implement adequate methods in a competent manner and to apply them to complex problems.	…identify and analyse corporate needs in terms of personnel and talent recruitment and development, and to select the best approach to fulfil said needs in different scenarios.
3.2	...to critically reflect and interpret findings and to develop comprehensive solutions for complex problems.	…to understand and interpret research in the field of HRM and to apply their findings to solve complex HRM-related problems.
4	**Ethical Awareness**	
	...to develop sound strategies in the areas of ethics, sustainable development and social responsibility and are able to apply them to typical economic decision-making problems.	…to apply HRM tools and methodologies in order to manage both conflict and diversity in a corporate environment as a means of increasing productivity.
5	**Communication and Collaboration Skills**	
5.1	...to express complex issues effectively in writing.	
5.2	...to demonstrate their oral communication skills in presentations.	…to present and explain HRM related topics in a clear and structured manner.
5.3	...to work successfully in a team by performing practical tasks.	…to cooperate with their peers to analyse and solve complex HRM problems.
6	**Internationalization**	
6.1	...to understand and explain business challenges in an international context.	
6.2	...to articulate themselves in a professional manner in international business.	
6.3	...to successfully demonstrate awareness of cross-cultural differences.	…to understand and consider cross-cultural HRM issues from concrete situations and cases.

Teaching and Learning Approach

The course will be run as a seminar with an interactive approach. All students will be required to make an active contribution to group discussions, presentations and case studies. In addition to active participation in class activities and discussions, course assessment will be based on group and individual presentations and written assignments. All classes will be held in English.

Literature and Course Materials

Course Material

Handouts & PowerPoint slides will be available via Moodle. Please check regularly for updates!

Literature

• Dessler, Gary (2020). Fundamentals of Human Resource Management. Pearson. Available with VPN connection from Pforzheim University Library at: https://elibrary.pearson.de/book/view/99.150005/9781292261966

• Troger, Hermann (2021). Human Resource Management in a Post COVID 19 World. New Distribution of Power, Individualization, Digitalization and Demographic Developments. Springer. Available with VPN connection from Pforzheim University Library at: https://link.springer.com/content/pdf/10.1007%2F978-3-030-67470-0.pdf

Assessment

• 50 % active class participation and class tasks, including short tests

• 50 % learning summary (upload), short oral presentation with documentation (slides upload) and POV presentation (document upload + 2. min. self-presentation)

The short presentation documentation must follow academic standards (see guidelines in Moodle).

Please note: Achievement below 60% of full points in any of the grade components means failing the course. Obligatory attendance – missing classes more than 3 times means failing the course.

Grading: Students are graded on a scale of: 1 = excellent, 2 = very good, 3 = satisfactory, 4 = pass and 5 = fail.

Schedule

Will be made available on Moodle

Academic Integrity and Student Responsibility

Students carry responsibility for academic integrity. Each academic activity shall be reflected upon the criterion of increasing knowledge and academic progress to the benefit of humans, animals and the environment, and avoiding harm. In academic assignments, students must adhere to academic standards, including the so-called "FAIR" principles when using data/sources in academic work: "Findability, Accessibility, Interoperability, Re-Usability". Data and sources must be documented and presented in a way that is findable, accessible, traceable, and transparent.

Code of Conduct for Students

Please do not hesitate to contact the lecturer in case you have any questions regarding the course. You are welcome to make suggestions on the course. Please note, it is obligatory to register for the Moodle course on the eLearning platform. The password will be announced in the first lecture.

[Link to the Code of Conduct for online Teaching](#)

Teaching Philosophy

At this stage of their studies, participants don`t need to be taught but are able to teach themselves. I will be there to instigate their curiosity towards research and their ability to ask good questions, to support them in finding further readings and guide them in discovering different approaches to solve a problem. Discussion in class and in teams will be essential for the course as will be group research and readings.

Additional Information

Language: English