

Verantwortlich: Prof. Dr. Anja Schmitz
Studiengang HRM (M.Sc.)

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), German or 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 addition to the input from the lecturers, the students work through case studies and reflect their solutions in the context of current practices in organizations. 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 9th and take place regularly, once a week, on Fridays, until November 20th. Please check the LSF for the most current scheduling information.

Contents

The lecture will cover the foundational HR concepts and practices.

- Relevant context and challenges of HRM
- The three pillars of HRM

- HR Strategy (Overview) and Organization of HR Department

- Personnel Controlling and Planning
 - Quantitative planning
 - Qualitative planning

- HR Marketing and Recruiting
 - HR Marketing
 - Recruiting process
 - Integration and Retention

- Deployment and Performance Management
 - Basic rules of deployment
 - Working time management
 - Workplace management
 - Performance Management

- Compensation and Benefits
 - Compensation systems
 - Social benefits

- Employee separation and downsizing

- Key indicators

Learning objectives

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

- be familiar with the relevant challenges and the pillars of modern and socially 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 different elements. Besides lectures, students will also work on case studies. The students will have access to the necessary material on the e-learning platform. In addition, a reader will be available with the relevant chapters of books and articles.

Prerequisites

A general knowledge of human resources management is required.

Language:

WiSe 20/21: German

Grading

Exam 60 points

To pass the exam, 40 out of 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

The class will be taught by Tobias Heilmann and Sandra Berndt. They will share their contact information with you in class. If you have general questions regarding the class, please contact, Prof. Dr. Anja Schmitz.

Prof. Dr. Anja Schmitz (verantwortlich)

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