

Verantwortlich: Prof. Dr. Carsten Weber
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) from strategic to operational level.

In addition to the input from the lecturer, the students reflect current practices in group discussions and even work through some case studies. 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 6th and take place regularly, once a week, on Wednesday, until November 17th. Please check the LSF for the most current scheduling information.

Contents

The lecture will cover the foundational HR concepts and practices.

- Introduction into HRM
 - Pforzheim university's 3-pillar model of HRM
 - Employee life cycle
- Context and recent challenges of HRM
 - Megatrends and its potential impact on HRM

- Strategic HRM: Policies and strategies
 - HRM as part of corporate management
 - Michigan & Harvard model of SHRM
 - HR strategy development
- Role and organization of HR function
 - HR Business Partner organization
 - Modern HR organizations
- Personnel planning and HR Controlling
 - Quantitative personnel planning
 - Qualitative personnel planning
 - HR Controlling
- HR Marketing and Recruiting
 - HR Marketing & Employer branding
 - Recruiting process
 - Selection
 - Integration
 - Retention
- Working conditions
 - Ergonomics
 - Work assignment
 - Working time
 - Workplace
 - Flexible working conditions
- Compensation and Benefits
 - Motivation
 - Incentives
 - Compensation
 - Performance Management
 - Benefits
- Exit management
 - Forms of Employee redundancies
 - Termination
 - Offboarding

Learning objectives

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

- be familiar with current developments and challenges for HRM

- understand the basics of SHRM and know about the HR organizational settings
- know the basics of important HR practices

Teaching and Learning Approach

The course is basically designed as a lecture with integrated group discussions and case studies. The students will have access to the necessary material on the e-learning platform. In addition, a reader will be available with relevant chapters of books and articles.

Prerequisites

A general knowledge of human resources management is required.

Language:

WiSe 21/22: English

Grading

Exam 60 points

To pass the exam, 40 out of 60 points have to be attained.

Literature

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

Prof. Dr. Carsten Weber

Office: W3.1.01

Office hours: not yet decided (see moodle)

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