

International HRM: Organizational and Support Processes (W3IB_ IBAM302)

Formal Information about the course

Course of Study	Field of Study	Indentation
International Business	International Business Administration & Management	-

Module Name	Language	Number	Version	Professors-in-charge
International HRM: Organizational and Support Processes	German/English	W3IB_IBAM302	1	Brandenburger, Prof. Dr. Markus; Mannheim

Location of the module during the course of the study

Semester	Requirements for participation	Module Type	Module duration
3 rd academic year	-	Field of Study core module	1

Used teaching and examination forms

Form of Instruction	Lectures, Exercises, Case Study
Method of teaching	-

Examination	Examination Scope (in min)
Examination or Portfolio	-
Combined Components in exam performance	-

Workload und ECTS

Workload total (in h)	Presence (in h)	Self-study (in h)	ECTS-Points
150	50	100	5

Qualification goals and competencies

Professional Expertise	The students are familiar with the secondment system of employees abroad and the contents and significance of HR core processes. You know and accept the role of HR as "Business Partner". They can recognize, assess and take into account the relevance of HR support processes. They are able to independently solve problems of higher complexity as well as to make, justify and reflect on HR decisions. In doing so, they can recognize and qualify the impact of theoretical and technological development on human resources. The knowledge of comparative studies in human resources enables the students through specific background knowledge on selected approaches in different countries
Methodological skills	The students become acquainted with the instruments of the operational and international personnel work as well as the theoretical concepts and are able to estimate their respective relevance. You can transfer them to practical use cases, such as change management or M & A processes.
Personal and social skills	The students can reflect their behaviour during the Indentations event and realistically assess. They refer to experiences in the practical phases and are motivated to make the learning transfer between theory and practice. This takes place in the field of human resources, so they can recognize the social responsibility of the operational stakeholders in the context of human resources, evaluate and integrate into their own actions. The students can work effectively in a working group, reflect on and evaluate their different roles and take over the group leadership. They communicate objectively and respectfully with each other and stick to agreements.
Comprehensive action competence	The students learn the precise application of instruments and concepts of operational personnel work in various fields of action, the interdependence and integration of HR measures, the explanation and prognosis of HR-related phenomena and their relevance to operational practice. Ultimately, the students develop an overall understanding of corporate HR work in the context of international corporate activity. You will be able to take on, analyse and evaluate tasks in the HRM of an (international) company and successfully solve them.

Units of Learning and Content

Teaching and Learning Units	Presence	Self-study
International HRM: Organizational and Support Processes	50	100
Employee relations and representation (Employment Relations); Organization of human resources; Technological developments in national and international HRM (digitization); Personnel development and training in an international environment; Personnel controlling; HRM in the context of M & A processes; Change management; HRM in selected countries or cultures (Comparative HRM); Behavioural and personality-oriented basics; Selected projects in HRM.		

Special features and requirements

Special features

None

Requirements

International Human Resource Management I

Literature

Bamber, G.J./Lansbury, R.D./Wailles, N.: International and Comparative Employment Relations, London: Sage.
 Bratton, J./Gold, J.: Human Resources Management. Theory and Practice, New York: Palgrave Macmillan.
 Briscoe, D.R./Schuler, R.S./Claus, L.: International Human Resources Management. Policies and Practices for Multinational Enterprises, New York: Routledge Chapman & Hall.
 Dessler, G.: A Framework for Human Resources Management, Upper Saddle River: Pearson Global.
 Dowling, P.J./Festin, M./Engle, A.D.: International Human Resource Management, Andover: Cengage.
 Harzing, A.-W./Pinnington, A.: International Human Resource Management, London: Sage.
 Oechsler, W.A./Paul, C.: Personal und Arbeit: Einführung in das Personalmanagement, Berlin, München, Boston: De Gruyter.
 Scholz, C.: Grundzüge des Personalmanagements, München: Vahlen.
 Scholz, C.: Personalmanagement: Informationsorientierte und verhaltenstheoretische Grundlagen, München: Vahlen.
 Tayeb, M.H.: International Human Resource Management. A Multinational Companies Perspective, Oxford, New York: Oxford University Press.