

Human Resource Management

Lecturer: Prof. Dr. Dr. h.c. Jürgen Bloech, University of Göttingen, Germany
Assoc. Prof. Dr. Anne Murray, Pfeiffer University, Charlotte N.C./USA
Prof. Chai Kim, PhD., University of Rhode Island, USA

Course Objectives

The specific objectives of this module will be:

1. The participants will gain an understanding of different roles and the demands of human resource managers in globalized business.
2. They will understand that HR value adding is taking a new turn where it transforms itself from service rendering to service brokerage.
3. They will learn how to create and implement several instruments of the Human Resource Management.
4. Recognize mistakes that hinder organizations to transform and understand how to create major changes in organizations.
5. Learn how to help oneself, individuals and groups increase their productivity and ability to manage other people and processes within the work environment.

Knowledge and skills after completing the course

The objective of this course is to gain an understanding of the importance of leading people and transforming organizations and to learn several instruments how to do this.

Course format and teaching methods

The course will employ several teaching methods including

- Group work
- Case studies (e.g. two larger case studies presented by representatives from Ingram Micro and Skoda)
- Presentations
- Role plays
- Discussions
- Lecture

Course content

- " Fine-tuning corporate and HR-strategy
- " Designing corporate culture
- " Concept and implement HR-policy as an integrated part of the corporate policy - business partnership
- " Clarify the contribution of Human Resources to the success of the company (value adding)
- " Developing an efficient system of HR tools
- " Developing and Coaching employee-competencies
- " Designing internal and external business processes within corporate development
- " International Human Resource Management
- " Basic tasks of HR business

Exam

There are 3 components to the assessment in this course:

1. Written assignment: 50%
2. Group presentations (content, presentation): 30%
3. Class participation: 20%

Reading list

Robbins, S. (2003) Organizational Behavior, New Jersey, Pearson Education.
Dessler, Gary (2003) Human Resource Management, New Jersey, Pearson Education.
Schuler, Randall S.; Jackson, Susan; Luo, Yadong (2004) Managing human resources in cross-border alliances, London: Routledge.
Cheng, Joseph L. C. (2004) Managing multinationals in a knowledge economy: economics, culture, and human resources, Amsterdam: Elsevier.
Cameron, Esther; Green, Mike (2004) Making sense of change management: a complete guide to the models, tools & techniques of organizational change, London: Kogan Page