



Subject	Module: Functional Strategies (1)
Course:	Functional Strategies II: Human Resource Management

Professor in charge: Prof. Dr. Harald Meier

Target group: 2nd Semester

Lectures: 3 SWS

Aims: Strategic HRM is a MBA-core course in Functional Strategies I. As such it is designed to acquaint participants with the fundamental concept of HRM, to attract, to develop and to maintain an effective workforce. The participants should be able to gain familiarity with basic terminology, theory, situations in HRM (i.e. Harvard vs. Michigan approach) and understand the common instruments and concepts. Participants will be able to adapt the critical role of HRM in Strategic Management in future based on the environmental change (i.e. change in demography, human attitudes) and into the relation between HRM functions and Leadership - add. referring in an intercultural context (i.e. diversity approach).

Contents:

- Overview in Personnel Management: Personnel Planning Process
- Typical functional fields in Personnel Management
- Personnel organization and Leadership
- Conceptual approaches in HRM and "state of the art"
- Specifics in International HRM

Methods: presentation, case studies, individual analysis, group work, group presentation and discussion

Examination: final written exam

Literature

Meier, H.: Unternehmensführung, 2.Aufl. Herne/Berlin 2002

Roehr, S./Meier, H.: Einführung in das Internationale Management (chap. 8.: Internationales Personalmanagement)

any publ. „HRM“ or „International HRM“

Language: Englisch 80%, German 20% (some cases)

Case Studies: guest speaker, action maze