

Course title	<i>Strategic International Human Resource Management</i>
Course code	S 9926
Module coordinator	<i>Miriam Heinrich</i>
Lecturer	<i>Dipl.-Ing. Dimitris Starogiannis MBA</i>
Level of course	<i>Bachelor</i>
Recommended prerequisites	<i>None</i>
Type of course	<i>Block Seminar</i>
Weekly lecture hours (SWS)	<i>2</i>
ECTS credits	<i>2</i>
Workload	<i>In total 60h, 30h course attendance, 30h self-study</i>
Assessment (grading; pass/fail)	<i>graded</i>
Regular cycle	<i>Each semester</i>
Language of instruction	<i>English</i>
Contents:	<i>Introduction in Strategic Management and in Strategic Human Resource Management, including Strategy definition, SWOT analysis, Recruitment and Selection, Performance Management, Training & Development, Compensation & Benefits, Employee Relations, Business Ethics, International HR and Expatriates</i>
Learning outcome (competencies):	<p><i>After having successfully completed the course, the students should</i></p> <ul style="list-style-type: none"> • <i>Understand definitions of Strategy, Vision, Mission, Strategy implementation. Understand SWOT Analysis and strategy definition, practice on a Case Study that students elaborate in groups.</i> • <i>To review and examine critically the current scientific status regarding the link between the human resource management and business strategy.</i> • <i>Evaluate their role as leaders /HR manager in order to add value to the organization.</i> • <i>Implement tools and practices in Human Resource Management in a national or international environment</i>
Teaching methods	<input checked="" type="checkbox"/> Lecture <input checked="" type="checkbox"/> Group work <input checked="" type="checkbox"/> Exercises <input type="checkbox"/> Simulation <input type="checkbox"/> Video feedback <input checked="" type="checkbox"/> Others: Case Study
Assessment methods	<i>Assignment 2.500 words</i>
Recommended reading	<ul style="list-style-type: none"> • <i>Thomas L. Wheelen, J. David Hunger. — 13th ed. Pearson, 2012, Strategic management and business policy : toward global sustainability</i> • <i>Rees, G. and R. French (2010) Leading, Managing and Developing People. London: CIPD</i> • <i>Adams, J (2007): Managing People in Organizations: Contemporary Theory and Practice Basingstoke, Palgrave.</i> • <i>Bach, S. (Ed) (2005) Managing Human Resources. UK Blackwell Publishing</i> • <i>Boxall P, Purcell J & Wright P (eds)(2007): The Oxford Handbook of Human Resource Management. Oxford, OUP.</i>

	<ul style="list-style-type: none"> • Bratton J. &(2007) <i>Human Resource Management Theory And Practice,4th Ed.</i>FT Prentice Hall • Gennard J.& Judge G. (2005) <i>Employee Relations.</i> London. CIPD • Gillen T. (2007). <i>Performance Management And Appraisal.</i> London, CIPD • Harrison R. (2005). <i>Learning & Development, 4th Edition.</i> London, CIPD • Kersley B, Alpin C, Forth J, Bryson A, Bewley H, Dix G & Oxenbridge S (2006): <i>Inside The Workplace: Findings From the 2004 Workplace Employment Relations Survey.</i> London, Routledge. • Huczynski A, Buchanan D& Dunham R (2007): <i>Organizational Behavior: An Introductory Text.</i> London, FT / Prentice Hall. • Marchington, M. & Wilkinson, (2008). <i>Human Resource Management At Work. 4th Edition,</i> London, CIPD • Pinning Ton A, Macklin R & Campbell T (eds) (2007): <i>Human Resource Management: Ethics And Employment.</i> Oxford, OUP. • Taylor,S. (2008) <i>Employee Resourcing.</i> London. CIPD • Torrington D, Hall, L, Taylor S & Atkinson C (2009): <i>Fundamentals Of Human Resource Management: Managing People At Work.</i> London, FT/Prentice Hall.
<i>Additional information</i>	<p><i>Students will have to choose one German company operating in Germany and create a Human Resources management plan for the opening of a branch of that company overseas. You must create an essay 2,500 words with the following structure. Essay Structure.</i></p> <p><i>1. Introduction (10%) In this part, students should describe the purpose and content of work.</i></p> <p><i>2. major part (60%)</i></p> <p><i>a. A description of the company (5%)</i></p> <p><i>b. Description of the country where it will open a new branch (5%)</i></p> <p><i>c. Description of all HR procedures to be developed at the branch. (Recruitment and selection methods, planning HR, international environment, remuneration, performance evaluation) (50%)</i></p> <p><i>3. Conclusion (10%) Students describe the basic conclusions.</i></p> <p><i>4. References (20%)</i></p> <p><i>The aim of the work is not a simple literature review, but to connect theory and practice. Aim is students to make concrete proposals for the branch. The references in the text must follow the HARVARD Referencing Style.</i></p>
<i>Recognition of credits</i>	