



<b>International Human Resources Management</b>	
Course number	2506 (International Management)
Remarks	<b>Blocked seminar during the lecture period.</b>
Lecturer	Prof. Dr. Astrid Szebel-Habig / Prof. Wang-Nastansky
ECTS	6
Number of semester hours	4
Type	Compulsory Module
Duration	1 Term
Prerequisites	None
Conditions for admission to the examination	Participation
Type of exam	Written Exam (120 min)
Objectives	<p>The students know the main topics of an international human resources management. They can define the actual challenges of an international personnel department like global talent management and HR compliance. They learn by best practice examples how Human Resources Management can have a main impact on the business performance and how important it is to act as a business partner.</p> <p>The students get an understanding about the importance of human capital as the fundamental success factor of an enterprise. They will know for example the main key performance indicators in HR tracking and the instruments of competence management.</p>
Content	<p>Overview of theories and instruments of human resources management with profound studies in the different functions of global HR:</p> <ul style="list-style-type: none"> <li>• HR strategies</li> <li>• HR as business partner</li> <li>• Successful recruitment implementation</li> <li>• Employee appraisal</li> <li>• Compensation &amp; Benefits</li> <li>• Personnel Development</li> <li>• Retention Management</li> <li>• Displacement/ Staff reduction</li> <li>• Talent Management / Succession Planning</li> <li>• Diversity &amp; Inclusion</li> <li>• Shared Service Centre in HR / Outsourcing</li> <li>• HR Compliance</li> <li>• Future of Work</li> </ul>
International applicability	Part of International Management
Bibliography	<ul style="list-style-type: none"> <li>- Armstrong, Michael/Tayler, Stephen (2014): Armstrong's Handbook of Human Resource Management , 13th edition</li> <li>- Fitzenz, Jack (2009): The ROI of Human Capital, 2nd edition,</li> <li>- Groysberg, Boris (2012): Chasing Stars</li> <li>- Torrington, Derek/Taylor, Stephen (2014): Human Resources Management , 9th edition</li> <li>- Ulrich, Dave (2012): Global HR competencies</li> </ul>
Forms of instruction	Lecture
Workload	<ul style="list-style-type: none"> <li>• contact time 60h</li> <li>• self-study 120h</li> </ul>



Faculty of Business Administration and Law

	<ul style="list-style-type: none"><li>• workload 180h</li></ul>
Language of instruction	English
Availability	Every summer and winter term