

## Human Resource Management

Winter Semester 2020/2021

### Lecturer

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### General information

The course Human Resource Management is offered in German (No. 22172) and English (No. 22172a). The course taught in English is exclusively open to exchange students. Exchange students who are obliged to take the German course, have to attend Prof. Stegers lecture "Personalmanagement" and one of the German-taught practical courses. Exchange students who would like to take the course in English do not have to attend Prof. Steger's lecture and should enroll in course No. 22172a. For further information, please visit our website (<https://bit.ly/2CTCfpV>). The course starts with an introductory meeting on November 10<sup>th</sup> 6 PM.

### Course documents

Starting mid-October, the course documents can be found in GRIPS. After enrolling you will be assigned automatically to the GRIPS course. The lecture is substituted by a provided textbook for self-studying that introduces to the topics of the sessions.

### Course objective and contents

Throughout the course, students will gain in-depth knowledge of the topics covered in the self-studying literature (Wilton (2019): An introduction to human resource management) by discussing scientific texts and working on case studies in groups. The course aims at teaching the academic foundations of human resources and at strengthening competencies with respect to reading, understanding, presenting and discussing academic texts as well as academic writing.

### Coursework & course grade

This practical course includes **assignments** during the semester whose grades account for **50% of the overall grade**. Students earn the remaining **50%** through an **exam** at the end of the semester, which includes contents of the self-study literature as well as the practical course material. Successful attendance of the practical course and passing the exam earns 6 ECTS credits.

### → Essay (50%)

- Informing the reader about the main points of the topic using the textbook and additionally acquired information
- Applying the chapter information on the corresponding case study
- 3-4 pages, Arial 11pt, Times New Roman 12 pt, 1.5 spaced

### → Exam (50%)

- Content from all chapters of the literature

### Additional information concerning the group work

- Essays should be turned in in **pdf-format** named with the topic and the surname(s) of the presenter(s) via Email to [andreas.hilger@ur.de](mailto:andreas.hilger@ur.de).
- The documents will be uploaded to GRIPS after they were checked.
- Reading the base chapter and the case study in the corresponding week is highly recommended.
- When communicating via email with your lecturer, please always use your student email address provided by the University of Regensburg.

### Schedule

Week	Topic
CW 46	Allocation of topics
CW 46	1 What is HRM? Challenging Times at the Redfield and Clifton Building Society
CW 48	2 HRM and the individual: Control and motivation in a call-centre environment
CW 49	3 HRM, Strategy and Performance: Approaches to HRM in the hotel sector
CW 50	4 The labour market context of HRM: Blitzen engineering and the ageing workforce
CW 51	5 International HRM and the National and International Context: The hostile takeover of Franklin Confectionary
CW 01	6 People Resourcing: Creating a dream team: employee resourcing at Netflix
CW 02	7 Managing Performance: Culture shift at Uber
CW 03	8 Managing Reward: Reward Management at Shearwater Ltd
CW 04	9 Human Resource Development: HRD, facilities management and distributed knowledge
CW 05	10 Employment Relations: Employment relations at Signori Foods
Exam	Contents of the self-study literature and the practical course