

Module title		Abbreviation
Human Resource Management and Industrial Relations		12-M-HRM-161-m01
Module coordinator		Module offered by
Holder of the Chair of Human Resource Management and Organisation		Faculty of Business Management and Economics
ECTS	Method of grading	Only after succ. compl. of module(s)
5	numerical grade	--
Duration	Module level	Other prerequisites
1 semester	graduate	--
Contents		
<p>The lecture "Human Resource Management and Industrial Relations" introduces advanced theories, estimation techniques and empirical results from the areas of human resources management and institutional frameworks such as the different actors in industrial relations.</p> <p>Syllabus</p> <p>Introduction: Human Resource Management & Industrial Relationships</p> <p>Chapter 1: The employment contract [formal model]</p> <p>Chapter 2: Motivation [formal model]</p> <p>Chapter 3: Employee resistance against reorganisations [empirical study]</p> <p>Chapter 4: The role of works councils [formal model]</p> <p>Chapter 5: Works councils and the employer wage structure [empirical study]</p> <p>Chapter 6: The behaviour of labour unions [formal model]</p> <p>Chapter 7: Learning process of employers [formal model and empirical study]</p> <p>Chapter 8: Demographic challenges of HRM [formal model and empirical study]</p>		
Intended learning outcomes		
<p>The aim of the lectures is to enable students to understand and apply advanced theories, estimation techniques and empirical results in the area human resource management and industrial relations on the basis of scientific literature.</p>		
Courses (type, number of weekly contact hours, language — if other than German)		
V (2) + Ü (2)		
Method of assessment (type, scope, language — if other than German, examination offered — if not every semester, information on whether module is creditable for bonus)		
a) written examination (approx. 60 minutes) or b) term paper (approx. 15 pages) Language of assessment: German and/or English		
Allocation of places		
<p>20 places. There are no restrictions with regard to available places for students of the Master's degree programmes Business Management, International Economic Policy or Economics, Wirtschaftsinformatik (Business Information Systems), Wirtschaftsmathematik (Mathematics for Economics) and Chinese and Economics as well as China Business and Economics. A total of 20 places will be allocated to students of other subjects; should the number of applications exceed the number of available places, these places will be allocated by lot.</p>		
Additional information		
--		

Workload
150 h
Teaching cycle
--
Referred to in LPO I (examination regulations for teaching-degree programmes)
--
Module appears in
<p>Master's degree (1 major) Economathematics (2016)</p> <p>Master's degree (1 major) Business Information Systems (2016)</p> <p>Master's degree (1 major) Business Management (2015)</p> <p>Master's degree (1 major) China Business and Economics (2016)</p> <p>Master's degree (1 major) International Economic Policy (2015)</p> <p>Master's degree (1 major) China Language and Economy (2016)</p> <p>Master's degree (1 major) Applied Human Geography (2017)</p> <p>Master's degree (1 major) Management (2018)</p> <p>Master's degree (1 major) International Economic Policy (2018)</p> <p>exchange program Business Management and Economics (2022)</p>