

Human Resource Management

Winter Semester 2023/2024

Lecturer

Dr. Andreas M. Hilger (andreas.hilger@wiwi.uni-regensburg.de)

General information

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 obliged to take the classes in German must attend Prof. Steger's lecture "Personalmanagement" and the corresponding tutorial (No. 22172). Exchange students who would like to take classes in English should enrol in SPUR (**deadline October 12th, 2023**).

The course starts with an introductory meeting on Tuesday, October 17th at noon in room H7. Q&As take place on the dates indicated in the table below on **Tuesdays at noon in room H7**.

Materials

After enrolling, you will be assigned to an **e-learning course** on the platform GRIPS before the first class, where you can find all the information and documents. The course is guided by a provided textbook for mandatory self-studying that introduces the topics of the sessions. In class, the textbook content is discussed and applied to the corresponding cases after the respective essays have been submitted.

Course objective and contents

In this class, students will gain in-depth knowledge of the foundations of Human Resource Management, guided by the topics covered in the textbook (Wilton: An Introduction to human resource management). By discussing the textbook content and working on case studies, the class aims to strengthen competencies in applying theory to real-life situations and academic writing.

Assignments and credits

The HRM class includes essay **assignments** during the semester whose grades amount to **50% of the overall grade**. Students earn the remaining **50%** through an **exam** at the end of the semester. Successful completion of the essay and passing the exam earns 6 ECTS credits.

→ **Case-based Essay (50%)**

- Informing the reader about the main points of the topic using the textbook
- Applying the chapter information to the corresponding case study
- 4-5 pages, Arial 11pt, Times New Roman 12 pt or similar, 1.5-spaced

→ **Exam (50%)**

- Content from all relevant chapters in the textbook

Additional information concerning the essays

- Reading the base chapter and the case study in the corresponding week is highly recommended.
- Essays should be turned in as **pdf documents** named with the topic and the name(s) via upload into the designated **GRIPS folder**.
- When communicating via email with your lecturer, please always use your **student email address provided by the University of Regensburg**.

Schedule

Date	Activity / Chapter / Case	Deadline
17.10.23	Introduction and allocation of essay topics (mandatory)	
CW 43	Chapter 1: What is HRM? / Case: Challenging Times at the Redfield and Clifton Building Society	30.10.23
CW 44	Chapter 2: HRM and the individual / Case: Control and motivation in a call-centre environment	06.11.23
07.11.23	Q&A Chapters 1 & 2	
CW 45	Chapter 3: HRM, Strategy and Performance / Case: Approaches to HRM in the hotel sector	13.11.23
CW 46	Chapter 4: The labour market context of HRM / Case: Blitzen engineering and the ageing workforce	20.11.23
21.11.23	Q&A Chapters 3 & 4	
CW 47	Chapter 5: International HRM and the National and International Context / Case: The hostile takeover of Franklin Confectionary	27.11.23
CW 48	Chapter 6: People Resourcing / Case: Creating a dream team: employee resourcing at Netflix	04.12.23
05.12.23	Q&A Chapters 5 & 6	
CW 49	Chapter 7: Managing Performance / Case: Culture shift at Uber	11.12.23
CW 50	Chapter 8: Managing Reward / Case: Reward Management at Shearwater Ltd	18.12.23
19.12.23	Q&A Chapters 7 & 8	
CW 02	Chapter 9: Human Resource Development / Case: HRD, facilities management and distributed knowledge	08.01.24
CW 03	Chapter 10: Employment Relations / Case: Employment relations at Signori Foods	15.01.24
16.01.23	Q&A Chapters 9 & 10	
CW 05/06	Exam	t.b.d.

Events indicated in **bold** take place in person on Tuesdays at noon in room **H7**.