

## Module: MAN 401 Organization and Human Resource Management

### Contents:

The lecture is based on the lecture MAN 301 and mediates the continuative topics and problems for management. Knowledge which is required for management will be mediated.

#### Behavior in Organizations

Development of motivation and satisfaction in individuals in organizations; development of behavior in, by and between groups; development of corporate cultures and how they influence the behavior of individuals

#### Organization

Organizational structures and processes as well as their transformation

#### Human Resource Management

Students are supposed to understand the goals and fields of activity of human resource management as both a strategic and operative management function as well as learn about methods to evaluate human resource interventions.

The following topics are discussed:

Introduction to the human resource environment; personnel selection; performance management; Compensation; Employee Relations; Leadership

### Learning outcomes:

Students are able to understand and independently convey the presented concepts and contents as well as analyze them critically. By the end of the course, students will be able to apply their newly gained knowledge in practical situations. In this relation, they are able to understand the various management functions as well as their connections.

### Prerequisites:

Formal: -

Recommended: -

Obligatory registration: no

Further information on registration:

Website of the chair / "Student Portal"

Courses	Hours per week	Self-study
Lecture	2	4
Exercise class	2	4
ECTS in total		6

Form of assessment	Written Exams (2 x 45 min.)
Preliminary course work	-
Lecturer/Person in charge	Prof. Dr. Karin Hoisl / Prof. Dr. Torsten Biemann
Duration of module	1 semester
Offering	Spring semester
Language	English
Program-specific educational goals	LG 1, LG 2, LG 3
Grade	graded
Range of application	B.Sc. Business Administration