

Strategic Human Resources Management

Title of module / classification (basic or advanced studies)	Strategic Human Resources Management
Name of professor	Prof. Dr. Marina Fiedler
Frequency of module availability / duration of module	Every third semester (summer semester 2014, winter semester 2015/2016) 1 semester
Module content	<p>Strategic Human Resources Management combines the fields Strategic Management and Human Resources Management into a systematic frame of reference. Many managers and organizations are becoming more aware of the fact that competitive advantages often do not originate in the best product design, the best marketing strategy, or the best production technology, but in the use of an effective system to acquire, mobilize, and manage employees. A series of new developments, such as demographic change, rapid technological change, increased international competition and new forms of organization like virtual teams have made Human Resources Management more and more relevant both for managers in large companies and for entrepreneurs. This lecture has two central topics:</p> <ol style="list-style-type: none"> 1) How can one systematically and strategically reflect on aspects concerning the management of employees? 2) How can Human Resource Management be employed to achieve competitive advantages? <p>To examine these questions, first of all, the implementation of strategy and the meaning of the focus of Human Resources practices on strategy will be covered, so that HR Management and Strategy can be consistently coordinated. Further, HR leverage available to managers to create an effective personnel system will be analysed with the aid of case studies.</p> <p>Further information on the lecture will be available on the StudIP platform at the start of the lecture.</p>
Skills the module seeks to convey	<ul style="list-style-type: none"> • Knowledge of the connection between HRM and strategy
Teaching and studying methods	<ul style="list-style-type: none"> • Interactive classroom teaching • Guest lectures from the practice of HR strategy and HR management • Development of solutions for different case studies analysing diverse strategic contexts

Prerequisites	Bachelor degree in a business course of study or related field. Concerning other degree courses, entry requirements are applied with reference to the corresponding study and examination regulations (StuPO).		
Purpose of the module within its area as well as for other modules and areas of study	The module can be counted both as a basic as well as an advanced module in the field "International Management and Marketing". It is suitable for all courses of study which seek to offer students programmes in this field.		
Composition of the workload:			
Types of instruction:		Hours/ week	LP / ECTS
Lecture		2	
Total		2	
Composition of the workload (in hours of 60 minutes, for 15 weeks per semester, i.e. 14 weeks of lectures and one week of final exams)			
		In-class time	Revision and study time
Lecture	30		120
Type of exam/ requirements for being awarded credit points	<ul style="list-style-type: none"> Written 60-minute exam in the middle of the semester. Development of solutions for different case studies in the form of short essays completed as group assignments prior to the respective class on the case study <p>Students have to achieve at least the grade of 4.0 in both parts of the performance requirements in order to pass the class. Detailed information on the assignments and the exam will be given during class as well as on the StudIP platform.</p>		
Weight of individual performance in the overall grade	Final exam: 70% Case study short essays: Mean grade of all assignments will account for 30% of overall class grade		
Special activities (e.g. online part, excursions, guest lectures etc.)			
Recommended reading (text books, study guides, literature)	Information on recommended readings will be given in class and in the class documents available on the StudIP platform.		
Contact Person	Dr. Miriam Flickinger (Miriam.Flickinger@uni-passau.de)		