



## Courses taught in English at the Faculty of Economic Sciences

<b>Module No.:</b> M.WIWI-BWL.0110  <b>Title:</b> Strategic Human Resource Development	<b>Credits:</b>  6
<b>Course Content:</b>  To achieve strategic goals companies need to recruit, retain and develop the right employees. In this regard the seminar focuses on strategic human resource development as one important driver of successful strategy implementation. The seminar provides an overview of the objectives, phases and measures of personnel and leadership development and introduces the students to different methods of training. The seminar is praxis-oriented and fosters individual application and transfer. It has a significant practical element as students will carry out their own training designs and present them to the class. Therefore, in the first two sessions, basics of human resource development will be covered by the lecturer and an overview of training methods will be given. Building on this, groups of students will present their own topic in each session. <b>Learning Targets</b> Students will understand the relationship between strategy and human resource development and the different models as well tasks and phases of human resource development. By using an innovative approach the students will be enabled to plan and evaluate measures of human resource development in practice.	<b>Course Type:</b>  Seminar

<b>Recommended Prerequisites:</b> HRM basics	<b>Exam:</b> Presentation and seminar paper
<b>Recommended Semester:</b> Master Students: 2.-4- Semester	<b>Cycle:</b> Once a year, winter term
<b>Literature:</b> DeSimone Randy L.; Werner, Jon M. (2011): Human resource development. 6 <sup>th</sup> edition. Mason, Ohio, Andover: South-Western  Further literature will be provided during seminar	<b>Lecturer:</b> Dr. Anna Katharina Hildisch