

Educational Programme			Applied Human Resource Management (AHRM)				
Code	IBMHRM R3	ECTS	3	Year of Study	3	Block	3
Contact Hours per Week			3				
Study Load							
	Contact Hours	24 hours					
	Self Study	16 hours					
	Exam preparation	12 hours					
	Indiv. Assignment	12 hours					
	Group-assignment	20 hours					
ROM							
	Knowledge driven Practise driven: in-class assignments: HRM in various companies						
BBA Standard	<p>The students gain a good understanding of:</p> <ul style="list-style-type: none"> • The most important and influential research-studies that have been published in the field of HRM. • different approaches that are used to manage people <ul style="list-style-type: none"> ○ in different organisations ○ in different countries <p>The students are able:</p> <ul style="list-style-type: none"> • to justify their chosen approach or decision with good, robust, evidence-based arguments. • To communicate their ideas about HRM-developments together with the evidence that underpins them. 						
Contribution to IBMS Profile/Competencies							
	<p>International Human resource management:</p> <ul style="list-style-type: none"> • The ability to understand and integrate the availability, employability, motivation and vitality of people(employees) as the key factors of HRM (level 3) • The ability to identify, evaluate and develop the broad spectrum of positions and responsibilities related to the management of Human Resources (level 3) • The ability to formulate the responsibilities and tasks for the proper running of a HR department; the ability to formulate the relevant leadership features in resolving HR related issues (level 2) • The ability to understand the importance of generating(quantitative) HR data and HR information relevant for the evaluation and development of corporate or organizational strategy (level 2) 						
Dublin Descriptor(s)							
	<ol style="list-style-type: none"> 1. Knowledge and understanding 2. Applying knowledge and understanding 3. Making judgements 4. Communication 5. Learning skills 						
Relation with other modules/subjects							

	IBMHRM12R2 Principles of Human Resource Management IBMOM208R2 Social Behaviour & Management IBMOM308R2 Organizational Behaviour & Management IBMOM408R2 Organizational Design & Process Management IBMCHM12R3 Consultancy & Change Management		
Learning Track			
	<ul style="list-style-type: none">• IBMHRM012R2) Principles of Human Resource Management• (IBMHRM012R3) Applied Human Resource Management• (IBMIMHR112) Minor Programme Human Resource Management		
Starting Level			
	IBMHRM12R2 Principles of Human Resource Management		
Learning objectives			
	After this module, students will be able to understand: <ul style="list-style-type: none">○ The role of HR in the managing of contemporary business issues and external contexts○ What is required to be an effective and efficient HR professional○ How to undertake core talent planning activities○ How to manage recruitment and selection activities effectively and within the expectations of good practice.○ The key requirements in the design and development of a range of inclusive learning and development activities○ The role of the parties that affect the management of employment relations○ The contemporary developments in employee involvement and participation		
Learning Outcomes	On the completion of this module, the students will: <ul style="list-style-type: none">• Understand what is required to be an effective and efficient HR professional.• Understand the role of HR in the managing of contemporary business issues.• Understand how HR objectives are delivered in different organisations.• Be able to manage recruitment and selection activities effectively.		
Instruction Method(s)			
	lectures, group consultancy and guidance for personal evaluation.		
Assessment Method(s)	<ul style="list-style-type: none">• 1 group-assignment	After week 8 Exam	1 individual assignment
	Groupsize for groupwork: Max. 3 persons per group		
Structure Grading			
	Weight	1. Group-assignment/presentation 2. Individual-assignment 3. Exam	25% 25% 50%
	Minimum requirement	The group assignment requires 5,5 minimal The individual assignment requires 5,5 minimal	

(Required) Attendance					
		Recommendation: every week; group-presentation sessions are mandatory			
Short outline of Educational Unit					
		The unit “Applied HRM” gives a comprehensive, analytical and systematic approach of how HRM works in practice in a wide variety of different settings. The unit contains elements to develop the students as “Thinking Performers”			
Content and planning of lectures and exams/assessments					
Blick 3 Wk	Sst (#)	Lecture Hours	Instruction methods	Gs (*)	Content/ Subjects (x)
1	2	3	Lecture and discussion + In class case		Developments of “work” in the world Based on the book “The Future” (Al Gore) <ul style="list-style-type: none">• Fragmentation of work• Concentration of companies• HR-planning & Strategy
2	2	3	Lecture and discussion + in class exercise (HR profession map)		The functions of HR <ul style="list-style-type: none">• The HR profession Map The roles of HR <ul style="list-style-type: none">• The latest discussions related with the “HR business partner”
3	2	3	Lecture and Discussion		HR functions and: <ul style="list-style-type: none">• Professional services (consultancy)• Outsourcing• Offshoring• Subcontracting
4	2	3	Lecture and Discussion		Learning and development (Human Resource Development-HRD) : <ul style="list-style-type: none">• Individual learning and organisational learning• Individual development and organisation development• The role of process-management
5	2	3	Lecture and Discussion + in class assignment (RACI)		Sourcing and talent-management: <ul style="list-style-type: none">• Recruitment & Selection• Talent-retention• International dimensions of talent-management
6	2	2 + 1	Lecture and Discussion + Group-presentations	3	Employee Engagement <ul style="list-style-type: none">• Systems & practice Employee-relations: <ul style="list-style-type: none">• Employee-involvement in vital company-decisions
7	2	2 + 1	Lecture and Discussion + Group-presentations	3	Performance and reward: <ul style="list-style-type: none">• HRM developments in an international context

