

Course structure diagram with credits

Strategic HR Management in Europe (master degree programme)

Module	Course Title	Sem.	Course Type	ECTS Credits
1st semester				
M.1: Inter-disciplinary Approach to HRM	Basic Economic Trends	1	UE	2
M.1: Inter-disciplinary Approach to HRM	European Integration	1	VO	3
M.1: Inter-disciplinary Approach to HRM	Industrial Relations in European HRM	1	VO	3
M.1: Inter-disciplinary Approach to HRM	Psychological & Sociological Aspects of HRM	1	VO	2
M.1: Inter-disciplinary Approach to HRM	Empirical Social Research (Part 1)	1	UE	2
M.2: Strategic Human Resource Planning	The Process of Strategic Human Resource Planning	1	ILV	6
M.2: Strategic Human Resource Planning	Basics in Economic and Labour Law	1	ILV	3
M.2: Strategic Human Resource Planning	SHRM Measurement Systems	1	ILV	3
M.3: Theoretical Perspectives for Strategic HRM	Basic Theories in HRM	1	VO	3
M.3: Theoretical Perspectives for Strategic HRM	SHRM: The Concept of Aligning Organisational Strategy and HRM	1	VO	3
				30
2nd semester				
M.4: HRM Systems and Practices in International Organisations	Employer Branding, Selection and Recruitment	2	VO	3
M.4: HRM Systems and Practices in International Organisations	Performance Management	2	VO	3
M.4: HRM Systems and Practices in International Organisations	Competency and Talent Management	2	VO	3
M.4: HRM Systems and Practices in International Organisations	Business Process Management	2	ILV	2
M.4: HRM Systems and Practices in International Organisations	Total Rewards	2	VO	3
M.4: HRM Systems and Practices in International Organisations	Project Seminar	2	PS	4
M.5: ICT & HRM	HRM Information Systems and Decision-Making	2	UE	3
M.5: ICT & HRM	ICT-Based Communication in HRM	2	UE	3
M.6: International Cooperation	Intercultural Management	2	ILV	3
M.6: International Cooperation	International Project Management	2	ILV	3
				30
3rd semester				
M.7: Organizing HRM in an International Context	HRM and the Business Organisation	3	VO	3
M.7: Organizing HRM in an International Context	Organisation & Group Dynamics	3	IC	3
M.7: Organizing HRM in an International Context	Legal Aspects in International HRM	3	VO	6
M.8: Regional Distinctions of HRM in Europe	Specialisation: HRM Region-Specifics	3	ILV	6
M.8: Regional Distinctions of HRM in Europe	Region-Specific Labour and Social Law	3	VO	3
M.8: Regional Distinctions of HRM in Europe	Benchmarking and Comparative HR Studies	3	ILV	3
M.9: Research Seminar /Master Thesis Part 1	Empirical Social Research (Part 2)	3	UE	2
M.9: Research Seminar /Master Thesis Part 1	Master Thesis Part 1: Conception	3	SE	4
				30

Module	Course Title	Sem.	Course Type	ECTS Credits
4th semester				
M.10: Human Aspects of Human Resource	Leadership and Motivation	4	UE	2
M.10: Human Aspects of Human Resource	Diversity, Ethics and Social Responsibility in HRM	4	VO	2
M.10: Human Aspects of Human Resource	Negotiations	4	UE	2
M.11: Organizational Behaviour and HRM	Change Management	4	ILV	2
M.11: Organizational Behaviour and HRM	Expatriate Management	4	ILV	2
M.12: MA Thesis Part 2	Master Thesis Part 2 and Diploma Exam	4		19
M.12: MA Thesis Part 2	Master Thesis Workshop: Supervision	4	SE	1
				30

Abbreviations

ILV	Integrated Class
KO	Tutorial
PS	Project Seminar
SE	Seminar
UE	Practice class
UE*	Practice class with limited study workload
VO	Lecture