

Human Resource Management and Organization

ID	PERS
Study section	Semester 4
Responsible lecturer	Prof. Dr. Carolin Palmer
Mandatory/elective	Mandatory
Rotation	Summer term, annually
Duration	1 Semester
Course	Talent Management and Organization
CP / SWS	3 CP, 2 SWS
Workload	Total 3 CP x 25 h = 75 h therof attendance: 30 h, self-study 44 h, exam 1,0 h
Study/Examination Performance	according to Syllabus and Examination Regulations and Record of Examinations Schedule
Marking	gemäß §20 der APO in der jeweils gültigen Fassung
Prerequisites	none
Applicability	Module to obtain essential credit points
Teaching language	English
Teaching/Learning method	Seminar-like lecture, exercise
Contents	<ul style="list-style-type: none"> - Organisational Management Orientations - Organisational Diagnosis and Design Theories - Organisational Development & Transformation - Organisational Behaviour & Leadership - Organisation of Talent Management - Organisation of Innovation & Performance Management

Human Resource Management and Organization

Module objectives

The students shall

- Understand management and leadership tasks of industrial engineers related to teams, individual staff, peers and further stakeholders.
- Be aware of the interdependency of organizational culture, strategy, processes, technology and structure.
- Differentiate current management orientations, e.g. hybrid organisations, purpose driven organisations, etc.
- Understand different approaches to leadership.
- Know the main tasks of Talent Management as well as how to support innovation and performance of individuals and teams.

The students will

- Establish fundamentals of organisational diagnosis and design based on the socio-technical theory.
- Know and explain theoretical concepts from organizational and behavioral sciences with respect to different task contexts in organisations.
- Identify different needs for organisational transformation and know theoretical concepts of change management.
- Know the main attributes and assumptions underlying innovation and performance management
- Discuss where their future responsibilities as Industrial Engineers within Talent Management may lie.

The students are able to

- Analyse case studies of specific organizational challenges and propose solutions for improved outcomes
- Combine theoretical concepts of organizational and behavioral sciences in order to solve real life tasks of industrial engineers with leadership responsibility.
- Discuss and reflect upon different approaches for promoting innovation and performance.
- Reflect upon behavioural options for leadership tasks and roles in promoting talent development.