

Module number 15	Module title Human Resource Management (Personalführung)		
Code PF	Semester 5	Number of WSH 4	Module offered Every academic year (winter semester)
Module coordinator Diplom-BW (FH) Zeitlhöfler	Tuition type Seminar-style tuition with exercises		Module duration 1 semester
Lecturer Diplom-BW (FH) Zeitlhöfler	Compulsory/Elective Compulsory		Module language English
Access requirements Students who have started their course at a partner university may only enter the second course period at OTH Regensburg if they have obtained a minimum of 55 ECTS credits in study semesters 1 and 2.			
Learning outcomes On completing the module the students will have achieved the following learning outcomes on the basis of scientific methods: <u>Subject skills</u> Students will be familiar with the legal principles of employment relationships and with the duties/sanctions and criteria for action within the scope of work contracts. They are familiar with the components of structured personnel planning and with the associated terminology. Students are able to explain remuneration schemes and can describe 'pay' as an incentive system. They understand important theories of motivation and management, and can interpret them correctly. Students are able to explain different HR development schemes and the meaningful use of job descriptions. Social skills In discussion, the students are able to adopt positions appropriate to different target groups. <u>Method skills</u> The students can give focused responses when dealing with issues of HR policy. <u>Personal skills</u> The students acquire debating skills and the ability to work in teams.			
Content <ul style="list-style-type: none"> • The legal principles of an employment contract, with consequential obligations, concomitant breaches of duty and sanctions • Structured HR planning and its use in business practice • The structure of a pay scheme and its design as an incentive system • Motivation and management as theory and in specific situations • Personnel development and continuing education 			
Literature <u>Required reading</u>			

Collection of employment laws		
<u>Recommended reading</u>		
Subject-related articles from trade publications		
Teaching and learning method		
Seminar-style tuition with group exercises		
Type of examination/Requirements for the award of credit points		Written examination Duration: 90 minutes
Other information		-
ECTS Credits 5	Workload 150 hours Contact/ attendance time: 60 h Additional work: 90 h	Weighting of the grade in the overall grade 5