

1.	Module Code	PB-42
2.	Module Title	Culture and Ethics of Human Resources
3.	Module Coordinator	Prof. Dr. Nick Lin-Hi
4.	Teaching Staff	Moritz Botts
5.	<p><b>Competences:</b></p> <p><b>Broadened and deepened knowledge</b></p> <p><b>Understanding of knowledge</b></p> <p><b>Application and creation of knowledge</b></p> <p><b>Communication and cooperation</b></p> <p><b>Professionalization/ Scientific identity</b></p>	<p><u>After completing the module students have acquired</u></p> <ul style="list-style-type: none"> <li>• advanced knowledge of current human resource management;</li> <li>• an overview of culture theories with an focus on organizations and diversity at the work place;</li> <li>• an in-depth understanding of the role and challenges of expatriate managers;</li> <li>• knowledge of the interactions between individual, organization and culture.</li> </ul> <p><u>Students are able to</u></p> <ul style="list-style-type: none"> <li>• recognize and cope with intercultural and international challenges in human resource leadership;</li> <li>• critically reflect the situation of individual employees versus the requirements of organizations.</li> </ul> <p><u>The students can:</u></p> <ul style="list-style-type: none"> <li>• identify the functional areas, responsibilities and goals of a modern human resource management and transfer them to a certain applicative situation;</li> <li>• understand and classify intercultural and international workspaces of human resource management;</li> <li>• analyze different needs of members of the organization;</li> <li>• understand and characterize corporate culture as a construct and to implement it into management contexts;</li> </ul> <ul style="list-style-type: none"> <li>• present cases in front of an international group;</li> <li>• discuss challenges of human resource management in an international group;</li> <li>• communicate with practitioners from human resource management.</li> </ul> <ul style="list-style-type: none"> <li>• broaden their view of their study field through questions of employer-employee relations and international HRM;</li> <li>• reflect personal views and views of their study subject via discussions and group work in an international context.</li> </ul>
6.	Content	<ul style="list-style-type: none"> <li>• tasks and functions of human resources management;</li> <li>• definition and theoretical approaches to culture, corporate culture and organizational subcultures;</li> <li>• ethical dilemmata in human resource management, with a focus on international and cross-cultural challenges;</li> <li>• the process of human resource management;</li> <li>• expatriate management;</li> <li>• diversity at the workplace.</li> </ul>

## Module Description: Profilierungsbereich Bachelor, Profilierungsbereich Master

7.	<b>Selected Literature</b>	<p>Dowling, Peter J. / Festing, Marion / Engle Sr., Allen D. (2017): International human resource management, 7th Edition, Andover: Cengage Learning.</p> <p>Gelfand, Michelle J. / Erez, Miriam / Aycan, Zeynep (2007): Cross-cultural organizational behavior, in: Annual Review of Psychology, 58, pp. 479-514.</p> <p>Harzing, Anne-Wil / Pinnington, Ashly H. (2018): International human resource management, 5th Edition, Thousand Oaks, CA: Sage.</p> <p>Hofstede, Geert (1980): Motivation, leadership, and organization: Do American theories apply abroad?, in: Organizational Dynamics, 9 (1), pp. 42-63.</p> <p>Tung, Rosalie L. (2016): New perspectives on human resource management in a global context, in: Journal of World Business, 51 (1), pp. 142-152.</p>				
8.	<b>Courses (hours per week)</b>	<p>PB-42.1 International Human Resource Management (SE) (2 SWS)</p> <p>PB-42.2 Organizational Culture and Workplace Ethics (SE) (2 SWS)</p>				
9.	<b>Required Prerequisites</b> <i>according to examination regulations</i>	none				
10.	<b>Recommended Prerequisites</b>	Working knowledge of English				
11.	<b>Rotation Schedule</b>	annual				
12.	<b>Offered in (Winter/Summer Semester)/ Recommended Semester of Study</b>	Winter semester				
13.	<b>Form of Assessment</b> <i>according to examination regulations</i>	presentation				
14.	<b>Workload</b>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">contact hours: 56</td> <td style="width: 50%;">overall workload: 180</td> </tr> <tr> <td>self-study: 124</td> <td>credit points: 6 CP</td> </tr> </table>	contact hours: 56	overall workload: 180	self-study: 124	credit points: 6 CP
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15.	<b>Applicability of Module</b>	<ul style="list-style-type: none"> <li>• Profilierungsbereich Bachelor</li> <li>• Profilierungsbereich Master</li> </ul>				
16.	<b>Further Information</b>	<p>This course is part of the "Certificate for International Management and Practical Ethics" and the class will be held in English.</p> <p>Gemäß § 4,4 der Prüfungsordnung des Profilierungsbereichs besteht kein Anspruch der Studierenden auf das Vorhalten bestimmter Angebote oder eine regelmäßige Wiederholung von Modulen.</p>				