

Module Description: Profilierungsbereich Bachelor, Profilierungsbereich Master

1.	Module Code	pbx042
2.	Module Title	Culture and Ethics of Human Resources
3.	Module Coordinator	Prof. Dr. Nick Lin-Hi
4.	Teaching Staff	Moritz Botts
5.	<p>Competences:</p> <p>Broadened and deepened knowledge</p> <p>Understanding of knowledge</p> <p>Application and creation of knowledge</p> <p>Communication and cooperation</p> <p>Professionalization/ Scientific identity</p>	<p><u>After completing the module students have acquired</u></p> <ul style="list-style-type: none"> • advanced knowledge of current human resource management; • an overview of culture theories with an focus on organizations and diversity at the work place; • an in-depth understanding of the role and challenges of expatriate managers; • knowledge of the interactions between individual, organization and culture. <p><u>Students are able to</u></p> <ul style="list-style-type: none"> • recognize and cope with intercultural and international challenges in human resource leadership; • critically reflect the situation of individual employees versus the requirements of organizations. <p><u>The students can:</u></p> <ul style="list-style-type: none"> • identify the functional areas, responsibilities and goals of a modern human resource management and transfer them to a certain applicative situation; • understand and classify intercultural and international workspaces of human resource management; • analyze different needs of members of the organization; • understand and characterize corporate culture as a construct and to implement it into management contexts; • present cases in front of an international group; • discuss challenges of human resource management in an international group; • communicate with practitioners from human resource management. • broaden their view of their study field through questions of employer-employee relations and international HRM; • reflect personal views and views of their study subject via discussions and group work in an international context.
6.	Content	<ul style="list-style-type: none"> • tasks and functions of human resources management; • definition and theoretical approaches to culture, corporate culture and organizational subcultures; • ethical dilemmata in human resource management,

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		<p>with a focus on international and cross-cultural challenges;</p> <ul style="list-style-type: none"> • the process of human resource management; • expatriate management; • diversity at the workplace. 				
7.	Selected Literature	<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.	Courses (hours per week)	<p>pbx042.1 International Human Resource Management (SE) (2 SWS)</p> <p>pbx042.2 Organizational Culture and Workplace Ethics (SE) (2 SWS)</p>				
9.	Required Prerequisites <i>according to examination regulations</i>	none				
10.	Recommended Prerequisites	Working knowledge of English				
11.	Rotation Schedule	annual				
12.	Offered in (Winter/Summer Semester)/ Recommended Semester of Study	Wintersemester				
13.	Form of Assessment <i>according to examination regulations</i>	presentation				
14.	Workload	<table border="1"> <tr> <td>contact hours: 56</td> <td>overall workload: 180</td> </tr> <tr> <td>self-study: 124</td> <td>creditpoints: 6 CP</td> </tr> </table>	contact hours: 56	overall workload: 180	self-study: 124	creditpoints: 6 CP
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15.	Applicability of Module	<ul style="list-style-type: none"> • Profilierungsbereich Bachelor • Profilierungsbereich Master 				
16.	Further Information	This course is part of the "Certificate for International				

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		<p>Management and Practical Ethics" and the class will be held in English.</p> <p>Gemäß §3 Abs. 3 der Prüfungsordnung des Profilierungsbereichs besteht kein Anspruch der Studierenden auf das Vorhalten bestimmter Angebote oder eine regelmäßige Wiederholung von Modulen.</p>
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