

1.	Module Code	pbx042
2.	Module Title	Culture and Ethics of Human Resources
3.	Module Coordinator	Prof. Dr. Christoph Schank
4.	Teaching Staff	Florian Niehaus
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 a 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 HRM;

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		<ul style="list-style-type: none"> • definition and theoretical approaches to culture, corporate culture and organizational subcultures; • ethical dilemmas in HRM, with a focus on international and cross-cultural challenges; • the process of HRM; • 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	Winter semester
13.	Form of Assessment <i>according to examination regulations</i>	presentation
14.	Workload	contact hours: 56 <u>overall workload: 180</u>

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		self-study: 124	credit points: 6 CP
15.	Applicability of Module	<ul style="list-style-type: none">• Profilierungsbereich Bachelor• Profilierungsbereich Master	
16.	Further Information	<p>This course is part of the "Certificate for International Management and Practical Ethics" and the class will be held in English.</p> <p>As per Section 3 subsection 3 of the Examination Regulations of the cross-curricular field of studies, students have no claim to the provision of certain offers or a regular repetition of modules.</p>	