

Management & Strategy

Human Resource Management Basics (Bachelor)

Summer Semester

Institute:	Institute for Human Capital Management
Lecturer:	Prof. Ingo Weller
Assistant:	Tba
Weekly hours:	4 hours (2 hours lecture, 2 hours tutorial)
Credits	6 ECTS
Examination:	Exam (2 hours, open questions)
Prerequisites:	None
Course Material:	Slides and readings

Course Description & Main Objectives

This course offers an introduction to contemporary Human Resource Management challenges and solutions. It revolves around two basic bundles of HRM activities: Matching (e.g., recruitment, hiring, training, job design) and performance and rewards management (e.g., performance management, pay, pay for performance).

The course aims at an interactive format. Discussions with students are important components. Lectures provide mostly theoretical input and practical examples; tutorials aim at deepening and applying these issues to the practical field. Students receive materials for both the lectures and the tutorials online via the LSF platform and Moodle.

Lectures Overview/ Course Outline

<i>Date</i>	<i>Topic</i>
April 15	Introduction
April 22	Performance Management
April 29	Strategic Workforce Planning



May 6	Recruitment
May 13	Hiring
May 27	Training
June 3	Job Design
June 10	Internal Labor Markets
June 17	Total Rewards
June 24	Pay for Performance
July 1	Q&A
July 15	Exam

Literature

We provide all formal course materials via Moodle. Circulation of the files to course outsiders is discouraged (i.e., prohibited). Please note that these materials are directly relevant for the exam.

Helpful readings for the exam (not mandatory):

- Gerhart, B., & Weller, I. (2019). Compensation. In A. Wilkinson, N. Bacon, D. Lepak, & S. Snell (Eds.), *The handbook of human resource management* (2nd ed., pp. 210-237). London: Sage.
- Weller, I., Hymer, C. B., Nyberg, A. J., & Ebert, J. (2019). How matching creates value: Cogs and wheels for human capital resources research. *Academy of Management Annals*, 13(1): 188–214.