## Module Title
Human Resource Management (HRM)

<table>
<thead>
<tr>
<th>Module Code</th>
<th>Hours per week</th>
<th>Duration</th>
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<tbody>
<tr>
<td>HRM</td>
<td>4</td>
<td>1 Semester</td>
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<tr>
<th>Module Instructor</th>
<th>Lecture type</th>
<th>Pre-requisite(s)</th>
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<tbody>
<tr>
<td>Diplom-BW (FH) M. Zeitlhöfler</td>
<td>Interactive seminar with group exercises</td>
<td>none</td>
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### Objectives
- Students will become familiar with the legal principles of employment relationships and with the duties/sanctions and criteria for action within the scope of work contracts.
- They will become 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.

### Content
- 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

### Grading/ Evaluation: final exam (90 min.)

### ECTS-Credits: 5

### Text book/ teaching material: Collection of employment laws, subject-related articles from trade publications are defined in class.