

## Course T3.5 XXX335 Digital Human Resource Management

This course is elective in the module

Person responsible for the course	Prof. Dr. Michael Ruf
Semester	4
Frequency	Winter and summer semester
Type of Course	Lecture with integrated exercise
Language of instruction	English
Credit points (ECTS)	2.5
Contact hours per week	2.0
Workload - contact hours	30
Workload - self-study	32.5
Detailed remarks on the workload	Lecture on basic topics, class discussion, development of case solutions, group work, papers, presentations on special aspects of international personnel management.
Type of examination	LK (course-specific time-constraint assignment)
Exam duration	90 minutes
Type of course unit	Elective
Requirements for participation	International Human Resource Management (T 3.1)
Teaching/learning methods	Lecture/Exercise
Professional competence: In-depth knowledge and comprehension	Students have a broad and integrated knowledge of digital HR management and deepen their understanding of selected HR functions.
Professional competence : conative skills, analysis and synthesis of knowledge	Students have a very broad spectrum of methods for dealing with digital challenges and problems in the context of digital HR management.
Personal competence: Social competence	Students work independently on complex case studies on digital HR topics, organise themselves in a team and deepen their specialist expertise. They are able to present the results of their work to experts.
Personal competence: Independence / autonomy	Students take responsibility for the planning, realisation and reflection of the joint work process.
Competence level according to GQF	6
Contents	The course covers all HR functions (employer branding, personnel marketing, recruitment, deployment, remuneration, development, management, redundancy, labour law) and addresses relevant and current issues arising from the use of digital technologies.

Recommended optional programme components	<ul style="list-style-type: none"> <li>• Employment Law (T. 3.3)</li> <li>• International Human Resource Management Case Studies (T 3.4)</li> <li>• International Human Resource Management Specific Issues (T 3.2)</li> </ul>
Additional specifics	None
Literature/learning sources	<ul style="list-style-type: none"> <li>• Fara, D. R., Future ready People &amp; Culture: HR as a driver of digitalisation, Haufe, Freiburg, n.A.</li> <li>• Lippold, D., Modernes Personalmanagement: Personalmarketing im digitalen Wandel, De Gruyter Oldenbourg, Berlin, n.A.</li> <li>• Petry, Th./Jäger, W. (eds.), Digital HR, Haufe, Freiburg, n.d.</li> <li>• Scholz, Ch./Scholz, T., Grundzüge des Personalmanagements, Vahlen, Munich, n.d.</li> <li>• Ternès von Hattburg, A./ de Grancy, C.-D. (eds.), Agenda HR - Digitalisation, Work 4.0, New Leadership, Springer, Wiesbaden, n.d.</li> </ul>
Scheduled	Regular
Combined assessment	Not applicable