# Basic theories of Organisation and Human Resources

**Module label**  
Basic theories of Organisation and Human Resources

**Module code**  
wir848

**Credit points**  
6.0 KP

**Workload**  
180 h

**Used in course of study**
- Master's Programme Business Administration, Economics and Law > Schwerpunkt "Management, Entrepreneurship, Controlling" (ManECo)
- Master's Programme Business Informatics > Module der Wirtschafts- und Rechtswissenschaften (Master)

**Contact person**
- Module responsibility  
  - [Thomas Breisig](#)
- Authorized examiners  
  - [Thomas Breisig](#)
  - [Jonathan Gilbert](#)
- Module counseling  
  - [Jonathan Gilbert](#)

**Entry requirements**
- Practical experiences; Basic modules in business administration, in particular Principles of Organisation and Human Resource Management

**Skills to be acquired in this module**
- Students get to know central theories of organisation and human resources (HR). They are empowered to apply theories in order to explain practical phenomena and to solve practical problems. The ability to put on different "theory glasses " while observing and analysing various organisational and HR practices is fostered. Students learn to deal with different theories in a conscious and critical way, especially through case studies, group work and discussions.

Upon completion of the module, students will:
- be able to explain various classic and modern theories of organisation and human resource theories, differentiate them and reflect them critically ;
- be able to apply the theoretical and abstract ways of thinking and perception so as to transfer them on operational decisions;
- develop skills of self-reflection (supported by the technical and didactical concepts).

**Module contents**
- Students receive deeper insights into classical and modern theories of organisation and human resource, including:
  - Weber's theory of bureaucracy
  - Taylor's principles of Scientific Management
  - Human Relations approach
  - Behavioural decision theory
  - Situational approach
  - Micro-political approaches
  - New Institutional Economics
  - Theories of motivation
  - Theories of leadership

The presentations and discussions within the seminars also offer possibilities to deepen and broaden these topics according to the student’s interest and latest developments in theory and practice.

**Reader's advisory**

Further literature will be announced during the semester according to the particular lecture/seminar content.

**Links**
- [www.uol.de/orgpers](http://www.uol.de/orgpers)

**Language of instruction**
- German

**Duration (semesters)**
- 1 Semester

**Module frequency**
- jährlich

**Module capacity**
- unlimited

**Modullevel**
- ---

**Lern-/Lehrform / Type of program**
- Practical experiences; Basic modules in business administration, in particular Principles of Organisation and Human Resource Management
<table>
<thead>
<tr>
<th>Examination</th>
<th>Time of examination</th>
<th>Type of examination</th>
</tr>
</thead>
<tbody>
<tr>
<td>Final exam of module</td>
<td>Depending on the type of examination during the lecture period, at the end of the lecture period or at the end of the semester</td>
<td>Seminar paper or presentation or written exam or oral exam or portfolio or project report (will be determined and announced at the beginning of the semester by the lecturer)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Course type</th>
<th>Comment</th>
<th>SWS</th>
<th>Frequency</th>
<th>Workload attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lecture</td>
<td></td>
<td>2.00</td>
<td></td>
<td>28 h</td>
</tr>
<tr>
<td>Exercises</td>
<td></td>
<td>2.00</td>
<td></td>
<td>28 h</td>
</tr>
<tr>
<td>Seminar</td>
<td></td>
<td>0 h</td>
<td></td>
<td>0 h</td>
</tr>
</tbody>
</table>

**Total time of attendance for the module**

56 h