
wir848 - Basic theories of Organisation and Human Resources

Module label	Basic theories of Organisation and Human Resources
Modulkürzel	wir848
Credit points	6.0 KP
Workload	180 h
Verwendbarkeit des Moduls	• Master's programme Business Administration: Management and Law (Master) > Schwerpunktmodule RdW - BWL • Master's programme Business Administration: Management and Law (Master) > Schwerpunktmodule UF - BWL • Master's Programme Business Informatics (Master) > Module der Wirtschafts- und Rechtswissenschaften (Master) • Gilbert, Jonathan (Module counselling) • Breisig, Thomas (Prüfungsberechtigt) • Gilbert, Jonathan (Prüfungsberechtigt) • Breisig, Thomas (module responsibility)
Zuständige Personen	
Prerequisites	
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). 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.
Module contents	Breisig, T. (2015), Betriebliche Organisation, 2nd edition, NWB, Herne. Breisig, T. / (unter Mitarbeit von) Michel, M. (2016), Personal. Eine Einführung aus arbeitspolitischer Perspektive, 2nd edition, NWB, Herne. Wolf, J. (2012), Organisation, Management, Unternehmensführung. Theorien. Praxisbeispiele und Kritik, 5th edition, Springer Gabler, Wiesbaden. Bea, F. X. / Göbel, E. (2010), Organisation. Theorie und Gestaltung, 4th edition, UTB, Stuttgart. Kieser, A. / Ebers, M. (Hrsg.) (2006), Organisationstheorien, 7th edition, Kohlhammer, Stuttgart. Further literature will be announced during the semester according to the particular lecture/seminar content.
Literatureempfehlungen	www.uol.de/orgpers
Links	German
Language of instruction	1 Semester
Duration (semesters)	jährlich
Module frequency	unlimited
Module capacity	Die Veranstaltung ist im Master Wirtschafts- und Rechtswissenschaften
Reference text	

Type of module		in den Schwerpunkten ManECo und FUGO verwendbar.		
Previous knowledge		Wahlpflicht / Elective Praktische Erfahrungen; Grundkenntnisse der Betriebswirtschaftslehre, insbes. in den Bereichen Organisation und Human Resource Management		
Examination		Type of examination		
Final exam of module		Prüfungszeiten Depending on the type of examination during the lecture period, at the end of the lecture period or at the end of the semester	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)	
Lehrveranstaltungsform	Comment	SWS	Frequency	Workload of compulsory attendance
Lecture		2		28
Exercises		2		28
Seminar				
Präsenzzeit Modul insgesamt				56 h