

# Syllabus

## *Course Description*

<b>Course Title</b>	Human Resources and Organization
<b>Course Code</b>	27355
<b>Course Title Additional</b>	
<b>Scientific-Disciplinary Sector</b>	ECON-08/A
<b>Language</b>	German
<b>Degree Course</b>	Bachelor in Economics and Management
<b>Other Degree Courses (Loaned)</b>	
<b>Lecturers</b>	Prof. Marjaana Gunkel, Marjaana.Gunkel@unibz.it <a href="https://www.unibz.it/en/faculties/economics-management/academic-staff/person/35342">https://www.unibz.it/en/faculties/economics-management/academic-staff/person/35342</a>
<b>Teaching Assistant</b>	
<b>Semester</b>	Second semester
<b>Course Year/s</b>	3
<b>CP</b>	6
<b>Teaching Hours</b>	36
<b>Lab Hours</b>	-
<b>Individual Study Hours</b>	-
<b>Planned Office Hours</b>	18
<b>Contents Summary</b>	The course is divided into two main parts: Part 1 focuses on organisation, while Part 2 covers human resource management. In both sections, the basic theories of each area are explored and practical examples are given to illustrate these concepts. In addition, the course features a guest lecture that bridges the gap between theory and practice and provides real-life insights into the topics covered.
<b>Course Topics</b>	Organisations and their environment, organisational design, organisational change, personnel work in an organisational context, personnel planning, recruitment and selection, personnel

	development, motivation, talent management
<b>Keywords</b>	Organisations, organisational design, personnel work, motivation, talent management
<b>Recommended Prerequisites</b>	
<b>Propaedeutic Courses</b>	
<b>Teaching Format</b>	Lectures, exercises, case studies, presentations
<b>Mandatory Attendance</b>	Not mandatory but recommended
<b>Specific Educational Objectives and Learning Outcomes</b>	<p>ILO (Intended Learning Outcomes)</p> <p>ILO 1 Knowledge and understanding</p> <p>ILO 1.1 Knowledge of tools for static, dynamic and comparative analysis of data on individuals, companies and the economy</p> <p>ILO 2 Ability to apply knowledge and understanding</p> <p>ILO 3 Making judgements</p> <p>ILO 3.1 recognise the most important problems in complex decision-making situations</p> <p>ILO 3.2 critically analyse the facts and the situations to be dealt with</p>
<b>Specific Educational Objectives and Learning Outcomes (additional info.)</b>	<p>The course is assigned to the basic educational activities of the student's choice and is part of the Department of Business Administration.</p> <p>The course provides a general overview of the topics of organisation and human resources. The first part of the course deals with organisational topics, the second part deals with human resources. Practical relevance to both topics is established. Exercises, case studies and presentations support learning.</p>
<b>Assessment</b>	<p>The examination time available is the same for attending and non-attending students.</p> <p>Attending students: Written exam (multiple choice and short answer questions) (ILOs 1.1-3.2) and case study work with group presentation (ILOs 1.1-3.2)</p>

	<p>Non-attending students: Written exam (multiple choice and short answer questions and essay questions) (ILOs 1.1-3.2)</p>
<b>Evaluation Criteria</b>	<p>70%: Written paper (multiple choice and possibly short answer questions)</p> <p>30%: Work on case studies and presentations during the course.</p> <p>For students who do not actively participate in the course, the final grade consists of an exam.</p>
<b>Required Readings</b>	<p>Jones, G. R. &amp; Bouncken, R. B. (2008), Organisation -Theorie, Design und Wandel, Munich: Pearson.</p> <p>Bartscher, T. &amp; Nissen, R. (2024), Personalmanagement - Grundlagen, Handlungsfelder, Praxis, Munich: Pearson.</p>
<b>Supplementary Readings</b>	<p>Picot, A. et al (2020), Organisation. Theorie und Praxis aus ökonomischer Sicht, Stuttgart: Schäffer-Poeschel.</p> <p>Wolff, B. &amp; Lazear, E. P. (2001), Einführung in die Personalökonomik, Stuttgart: Schäffer-Poeschel.</p> <p>Böhmer, N., Schinnenburg, H., &amp; Steinert, C. (2012), Case Studies in Human Resource Management - Making Decisions, Developing Concepts, Building Strategies, Munich: Pearson.</p>
<b>Further Information</b>	
<b>Sustainable Development Goals (SDGs)</b>	Decent work and economic growth, Gender equality