

Georg-August-Universität Göttingen Module M.WIWI-BWL.0110: Strategic Human Resource Development	6 C 2 WLH
Learning outcome, core skills: Students will understand the relationship between strategy and human resource development and the different models as well as tasks and phases of human resource development. By using an innovative approach the students will be enabled to plan and evaluate measures of human resource development in practice. In the past we have covered e.g.: <ul style="list-style-type: none"> • strategic approaches to human resource development, • didactics and methods of training, • competency management, • qualitative and quantitative analysis of training needs and diagnostics, • forms of human resource development, • ensuring Transfer, • Quality management and controlling, • Case: Design of a development measure, • Leadership Development, • Talent management, • Coaching/ Mentoring, • development of (leadership-)teams. • Organizational development. 	Workload: Attendance time: 28 h Self-study time: 152 h
Course: M.WIWI-BWL.0110.Sem Strategic Human Resource Development (Seminar) <i>Contents:</i> To achieve strategic goals companies need to recruit, retain and develop the right employees. In this regard the seminar focuses on strategic human resource development as one important driver of successful strategy implementation. The seminar provides an overview of the objectives, phases and measures of personnel and leadership development and introduces the students to different methods of training. The seminar is praxis-oriented and fosters individual application and transfer. It has a significant practical element as students will carry out their own training designs and present them to the class. Therefore, in the beginning, basics of human resource development will be covered by the lecturer and an overview of training methods will be given. Building on this, groups of students will present their own topic.	2 WLH
Examination: Presentation (approx. 60 minutes) and written elaboration (max. 20 pages) M.WIWI-BWL.0110.Mp: Strategic Human Resource Development Examination prerequisites: Regular attendance	6 C
Examination requirements:	

To pass the course students have to write a seminar paper and give a presentation. They have to prove, that they are able to systematically apply their knowledge of training design. Attendance is mandatory.	
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Admission requirements: none	Recommended previous knowledge: Basic knowledge of Human Resource Management
Language: English	Person responsible for module: Prof. Anna Katharina Bader
Course frequency: irregular	Duration: 1 semester[s]
Number of repeat examinations permitted: twice	Recommended semester: 2 - 4
Maximum number of students: 20	