Brief Information about the Seminaristic Lecture

„Human Resource Development “

WS 2014/2015

Lecturers:
- Dr. Dr. Christian Linder
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- Dipl. Psych. Jil Margenfeld
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Homepage: http://www.uni-bamberg.de/bwl-pm

Time: Wednesday, 12:00 p.m. to 2:00 p.m. (c. t.).
Room: FG1/00.08
Exercise: Wednesday, 2:00 p.m. to 4:00 p.m. (c. t.).
Room for exercise: FG1/00.08
Workshop: December, 12th (9:00 a.m. to 6:00 p.m.);
workshop on law related issues with
external lecturer, Christof Kühl, advocate
Room for workshop: KR12/02.01

Overview and Aim of the seminaristic lecture

CFO asks: What happens if we invest in the development of our personnel and then they leave.
CEO answers: What happens if we do not invest, and they stay?

In order to maintain workforce competitive in the ever-changing business environment, human resource development (HRD) is essential. This highly interactive course focuses on strategies for assessing, designing, and implementing HRD efforts that positively impact the learning and growth of individual employees, work teams and the whole organization, thereby ensuring high-level performance. The primary topics are training and development, career management, and organizational development and learning. A wide variety of secondary topics are also covered in this course, including learning principles, evalua-
tion of human resources development interventions, employee orientation and socialization, performance management and coaching, moderation and creativity techniques.

**Course Objectives**

This course is run in form of a lecture with strong student involvement. This means that aside from teachings you will be activated by exercises, case study discussions, group work, voluntary presentations, etc.

By the end of the course you should:
- understand human resource development from a strategic perspective.
- apply relevant theories to the development of human resources in organizations.
- understand the responsibilities of a typical human resource development manager.
- be able to determine HRD needs in organizations.
- be able to propose HRD programs and solutions for relatively simple organizational problems.
- be able to illustrate how HRD programs influence multiple stakeholder groups.
- be able to apply simple criteria to evaluate human resource development and the effectiveness of HRD programs.

**Recommended Literature**


**Content**

- General Introduction and Organisation - Current trends in HR and training
- Learning and Programs
- Individual learning, creativity, and innovation
- Self-management
- Assessing HRD needs and designing HRD programs
Designing and evaluating HRD programs
Aligning individual performance with strategic goals of the organization: Strategic human resource development
Talents and careers
Talent Management
Full day Workshop: Labor-law related issues in HR development
Traditional careers
Managing the career deal: Psychological contracts, employability, and idiosyncratic deals
Individual careers
Management and configurational issues in HR development
Summary and conclusions

Workshop
In order to provide students a deeper understanding of labor-law related issues in HR development, we organized a full-day workshop. This workshop is held by Mr. Christof Kühl, an advocate at Beiten Burkhardt law firm.

The workshop will take place on 12th December (9:00 am to 6 p.m.; room KR12/02.01). More information will be provided in the first session of the course.

The number of participants in this workshop is limited. If you like to take part in the workshop please inscribe for the workshop in the Virtual Campus!

Office Hours, Appointments, and E-mail
You are responsible for providing us with an e-mail address where we can reach you, and for checking that e-mail account on a regular basis (at least a couple of times a week). We will use your Bamberg University student e-mail address unless you provide us with an alternate address.

Please contact us as soon as possible if you are unable to attend class.

Course Materials
Students are expected to read widely in the appropriate journals in order to prepare their session and the final exam; a detailed reading list will be provided at the start of the course. These readings are listed in the virtual campus (VC).

Registration
We are looking forward to an interesting seminar and fruitful discussions with you!!

Dr. Dr. Christian Linder
Dipl. Psych Jil Margenfeld