



FH Salzburg

Course Syllabus

Study programme	Business Management
Course code	BWB4DHRIL
Course title	Digitalization in Human Resource Management
Term / year of study when the course is delivered	Spring/Summer Term
Cycle	1 st cycle
ECTS credits / contact hours	2.5 / 14
Teaching units (hours/week - SWS)	1
Course type	Integrated Lecture
Prerequisites	<ul style="list-style-type: none">• B2 level in English• Basic concepts of Recruitment & Selection, HR Development, Compensation & Benefits;• Prereadings: Torrington, D., Hall, L., Taylor, S. (2020): Human Resource Management. 11th ed. Harlow: Pearson, chapter 8, 9, 18, 19, 25, 26, (online available)
Language of instruction	English
Course content	Digitalization is a global mega trend that affects human resource management dramatically and in particular the human and machine interface. The relevance of competences will shift and new competences will become important. In this course students will explore the digitalization of different HRM activities as well as, the impacts on the human machine interface.

Technology
Health
Media

Learning outcomes	In this course, students learn to <ul style="list-style-type: none"> ○ Explore the digitalization of different HRM activities ○ Explain the impact of digitalization on the interface between humans and machines 															
Learning methods	This course uses the Active Learning Model which requires students to become an active participant. It is based on the idea of involved, explorative learning in an open class environment. It deploys a mixture of lectures, presentations, debates, group work, discussions, and performances. Students will present their assignments, ideas, group work etc. in an open and supportive atmosphere secure from unfair behaviour.															
Assessment methods & criteria	<ul style="list-style-type: none"> • Group tasks • Seminar Work 															
Grading Scale	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 5%;">1</td> <td style="width: 85%;">Excellent</td> <td style="width: 10%;">100 - 93%</td> </tr> <tr> <td>2</td> <td>Good</td> <td>83 - 92%</td> </tr> <tr> <td>3</td> <td>Good average</td> <td>70 - 82%</td> </tr> <tr> <td>4</td> <td>Below average</td> <td>50 - 69%</td> </tr> <tr> <td>5</td> <td>Insufficient</td> <td>< 50%</td> </tr> </table>	1	Excellent	100 - 93%	2	Good	83 - 92%	3	Good average	70 - 82%	4	Below average	50 - 69%	5	Insufficient	< 50%
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2	Good	83 - 92%														
3	Good average	70 - 82%														
4	Below average	50 - 69%														
5	Insufficient	< 50%														
Recommended resources	<p>Armstrong M. (2017): Armstrong's Handbook of Human Resource Management Practice. London, Philadelphia, Daryaganj: Kogan Page Ltd.</p> <p>Bratton, J. & Gold, J. (2017): Human Resource Management - Theory & Practice. London: Palgrave Macmillan.</p> <p>Cantoni, F., Mangia, G. (2018): Human Resource Management and Digitalization. Abingdon: Routledge.</p> <p>Torrington, D., Hall, L., Taylor, S., Atkinson, C. (2017): Human Resource Management. 10th edition. Harlow: Pearson.</p> <p>Waddill, D. (2018): Digital HR. Society For Human Resource Management</p>															
Attendance	Attendance is both expected and considered to be necessary for adequate completion of the course.															



	Attendance criterion: 75% of overall class time
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