



FH Salzburg

## Course Syllabus

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|--|---|
| <b>Study programme</b>                                       | Business Management   |
| <b>Course code</b>   | BWIB4DHRIL  |
| <b>Course title</b>  | Digitalization in Human Resource Management   |
| <b>Term / year of study<br/>when the course is delivered</b> | Spring/Summer Term  |
| <b>Cycle</b>   | 1st cycle   |
| <b>ECTS credits / contact hours</b>                          | 2.5 / 14  |
| <b>Teaching units (hours/week - SWS)</b>                     | 1   |
| <b>Course type</b>   | ILV (Interactive lecture)   |
| <b>Prerequisites</b>   | <ul style="list-style-type: none"><li>• B2 level in English</li><li>• Basic concepts of Recruitment &amp; Selection, HR Development, Performance Management, Compensation &amp; Benefits;</li></ul> Pre-readings: Torrington, D., Hall, L., Taylor, S. (2017): Human Resource Management. 10th ed. Harlow: Pearson, chapter 8, 9, 18, 19, 25, 26                            |
| <b>Language of instruction</b>                               | English   |
| <b>Course content</b>  | 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

|  |  |           |           |           |   |      |          |   |              |          |   |               |          |   |              |       |
|--|--|-----------|-----------|-----------|---|------|----------|---|--------------|----------|---|---------------|----------|---|--------------|-------|
| <b>Learning outcomes</b>                 | In this course, students learn to <ul style="list-style-type: none"> <li>• Explore the digitalization of different HRM activities</li> </ul> Explain the impact of digitalization on the interface between humans and machines   |           |           |           |   |      |          |   |              |          |   |               |          |   |              |       |
| <b>Learning methods</b>                  | This course is based on the idea of involved, explorative learning in an open class environment where every student should become an active participant. It consists of a mixture of theoretical input, discussions, presentations, debates, group works, and finally a seminar paper. Students present their findings on digitalized HR tools in an explorative and supportive atmosphere.            |           |           |           |   |      |          |   |              |          |   |               |          |   |              |       |
| <b>Assessment methods &amp; criteria</b> | <ul style="list-style-type: none"> <li>• In-class participation</li> <li>• Group work</li> <li>• Presentations</li> <li>• Term paper</li> </ul>  |           |           |           |   |      |          |   |              |          |   |               |          |   |              |       |
| <b>Grading Scale</b>                     | <table> <tr> <td>1</td> <td>Excellent</td> <td>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>&lt; 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% |
| 1  | Excellent  | 100 - 93% |           |           |   |      |          |   |              |          |   |               |          |   |              |       |
| 2  | Good   | 83 - 92%  |           |           |   |      |          |   |              |          |   |               |          |   |              |       |
| 3  | Good average   | 70 - 82%  |           |           |   |      |          |   |              |          |   |               |          |   |              |       |
| 4  | Below average  | 50 - 69%  |           |           |   |      |          |   |              |          |   |               |          |   |              |       |
| 5  | Insufficient   | < 50%     |           |           |   |      |          |   |              |          |   |               |          |   |              |       |
| <b>Recommended resources</b>             | <ul style="list-style-type: none"> <li>• Armstrong M. (2017): Armstrong's Handbook of Human Resource Management Practice. London, Philadelphia, Daryaganj: Kogan Page Ltd.</li> <li>• Torrington, D., Hall, L., Taylor, S., Atkinson, C. (2017): Human Resource Management. 10th edition. Harlow: Pearson.</li> <li>• Waddill, D. (2018): Digital HR. Society For Human Resource Management</li> </ul> |           |           |           |   |      |          |   |              |          |   |               |          |   |              |       |
| <b>Attendance</b>                        | 75%  |           |           |           |   |      |          |   |              |          |   |               |          |   |              |       |

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