Syllabus

Seminar (M.Sc.): STRATEGIC HUMAN RESOURCE MANAGEMENT
Institute for Human Capital Management
LMU Munich
Winter Term 2015/16

People and Contacts:
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Times, Rooms, and Topics:
Session 1: Friday, 16.10.2015, 10-12 (c.t.) – Introduction and Kick-Off
Session 2: Friday, 06.11.2015, 08-12 (c.t.) – SHRM Basics
Session 3: Friday, 20.11.2015, 08-12 (c.t.) – Strategy Implementation
Session 4: Friday, 04.12.2015, 08-12 (c.t.) – External and Internal Labor Markets
Session 5: Friday, 18.12.2015, 08-12 (c.t.) – HR Analytics and Methodology
Room: Edmund-Rumpler-Straße 13, B 210

Course Format:
This course deals with basic and advanced topics of Strategic Human Resource Management. Students are introduced to selected publications of the field. Learning objectives comprise text comprehension and analysis skills, practical application of concepts, and presentation skills.

The course takes an interactive format. (Group) discussions and presentations are important components. As such, students are expected to be prepared for class and to actively participate. Each class (except for the introduction and kick-off) has the following structure:

1) Basic reading and text analysis in class (1 text, 60 minutes)
2) Short break (15 minutes)
3) Group presentation I and discussion (3-4 students, 1 text, 60 minutes)
4) Short break (15 minutes)
5) Group presentation II and discussion (3-4 students, 1 text, 60 minutes)

Exam:
The exam consists of a one-hour written examination (at the end of the semester), group presentations, and discussions. In addition, active participation in the classroom is considered.
Readings (mandatory for the exam):
We provide pdf-files. These files are password-protected and for personal use only. No circulation of these files is allowed. The password is provided in the first lecture and issued to class participants only.

Introduction:

SHRM Basics:
Basic Reading:

Group 1: Modes of Theorizing in SHRM

Group 2: Key Findings of SHRM Research

Strategy Implementation:
Basic Reading:

Group 1: HRM Practices and Perceptions

Group 2: Strategy Implementation Process
Labor Markets:

Basic Reading:


Group 1: External and Internal Labor Markets


Group 2: Matching and Internal Labor Markets


HR Analytics and Methodology:

Basic Reading:


Group 1: Field Experiments in HRM


Group 2: HR Analytics and HRM Systems