

mtl205 Human Resources Management	
Course Content and Learning Objectives	<p>Personnel management consists of all functions that have the goal of enhancing productivity and development of human resources in order to increase the value and competitive advantage of the organization, a central and strategic goal that is particularly important within labor-intensive organizations such as educational and scientific institutions that use technology enhanced learning (TEL). This course will provide an overview of human resource management topics from tasks and target groups to organizational frameworks within institutions, with a focus on professionalization of human resources management through strategic system design from a resource-based perspective (recruitment, on-boarding of staff, personnel development, motivation and incentive systems for faculty participating in TEL), as well as development of digital literacy skills.</p> <p>Learning Objectives:</p> <p>At the end of this course, students should be able to:</p> <ol style="list-style-type: none"> 1. Distinguish between the goals and tasks of personnel planning and personnel development. 2. Describe and apply personnel planning and personnel development procedures for technology enhanced learning (TEL) projects. 3. Recognize the relationship between and role of personnel and the organization within personnel planning and development. 4. Apply personnel planning and development concepts within the context of TEL environments.
Teaching and Learning Forms	Internet-based discussion forums, group activities, learning activities, webinars, self-study, online seminars with guest experts
Prerequisites	Proficiency in internet and Microsoft Office use; self-organization skills; mtl100, mtl105
Course Use/Reuse	Elective. Course module is shared with the MBA program.
Requirements for Awarding ECTS Credits	Students must successfully complete learning activities (PASS/FAIL) throughout the course, as well as regularly participate in discussion forums and group activities. ECTS points will be awarded upon successful completion of the portfolio, which includes the results of all course learning activities (e.g., brief essay, case study, expert

	interviews, report, reflective learning journal, small group project, debate, bibliography/annotation).
ECTS Points and Grading	6 ECTS Grading Scale: 1,0 / 1,3 / 1,7 / 2,0 / 2,3 / 2,7 / 3,0 / 3,3 / 3,7 / 4,0 / 5,0 Learning activities will be graded as PASS/FAIL. At mid-semester, students will receive a progress report regarding their status in class, along with feedback for improvement.
Course Frequency/Cycle	Minimum once per academic year
Workload	180 hours (self-study: approx. 80 hours; learning activities: approx. 80 hours; participation: approx. 20 hours) 6 credit points per course
Course Length	15 weeks
Other Information	