**mtl205**  
**Human Resources Management**

| Course Content and Learning Objectives | 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.  
**Learning Objectives:**  
At the end of this course, students should be able to:  
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
| 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 |  