

Course: HRM & Organisational Structures

credits: 3

Course code	TBVH2HOS	Modes of delivery	Education
Name	HRM & Organisational Structures	Assessments	HRM & Organisational Structures -
Study year	2022-2023		Computer, organised by STAD examinations
ECTS credits	3		
Language	English		
Coordinator	M.W. Visscher		

Learning outcomes

The primary focus of the course is to gain insight into the choices of international human resource management practices that confront multinational enterprises and factors to consider in making these choices. Students will be prepared to make choices in designing an organizational structure. These insights will also be applied in a project.

Content

The student distinguishes the different stages of the HR Cycle and applies this knowledge in an (international) organizational context. The student describes and predicts the influence of organizational change on personnel and therewith on the relationship between employer and employee. The student analyzes the context of an organization and appoints the influence contextual aspects can have on an organization and its personnel. The student describes the HR Value Chain and explains the influence HRM can have on the performance of employees. The student applies his knowledge of High Performance Work Practices (HPWP's) and HR Tools in cases in an (international) organizational context. The student describes the main organizational structures (Mintzberg) and outlines their main characteristics.

Included in programme(s)

Minor International Industrial Entrepreneurship
Industrial Engineering Major Internat. Technology Management
Exchange International Industrial Entrepreneurship (spring)
Industrial Engineering Major Management and Consultancy

School(s)

Institute of Engineering

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