

2019.HS

<b>Module Name: Performance and Compensation Management</b>			
Module Code	w.BA.XX.2PuCMgmt.XX		
Module Description	Using a company as an example, the students recognize, understand, and advance their knowledge of how different elements of performance and compensation management interact. This enables them to gain insights into how the effectiveness of an organization can be influenced at the level of individual employees, teams, and processes.		
Program and Specialization	<ul style="list-style-type: none"> <li>§ Business Administration - Accounting, Controlling, Auditing</li> <li>§ Business Administration - Banking and Finance</li> <li>§ Business Administration - Banking and Finance (FLEX)</li> <li>§ Business Administration - Banking and Finance (PiE)</li> <li>§ Business Administration - Economics and Politics</li> <li>§ Business Administration - General Management</li> <li>§ Business Administration - Risk and Insurance</li> </ul>		
Legal Framework	Academic Regulations BSc dated 29.01.2009, Appendix to the Academic Regulations for the degree programs in Business Administration, Business Information Technology, and Business Law, first adopted on 12.05.2009		
Module Category	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%;"><b>Module Type:</b> Compulsory Elective</td> <td style="width: 50%;"><b>Program Phase:</b> Main Study Period</td> </tr> </table>	<b>Module Type:</b> Compulsory Elective	<b>Program Phase:</b> Main Study Period
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ECTS	3		
Organizational Unit	W Zentrum für Human Capital Mgmt. Ltg.		
Module Coordinator	Monika Rohrer (rohe)		
Deputy Module Coordinator	-		
Prerequisite Knowledge	The Human Capital Management module		
Contribution to Program Learning Goals (Affected by Module)	<ul style="list-style-type: none"> <li>§ Professional Competence</li> <li>§ Methodological Competence</li> <li>§ Social Competence</li> <li>§ Self-Competence</li> </ul>		
Contribution to Program Learning Objectives	<ul style="list-style-type: none"> <li>Professional Competence <ul style="list-style-type: none"> <li>§ Knowing and Understanding Content of Theoretical and Practical Relevance</li> <li>§ Apply, Analyze, and Synthesize Content of Theoretical and Practical Relevance</li> <li>§ Evaluate Content of Theoretical and Practical Relevance</li> </ul> </li> <li>Methodological Competence <ul style="list-style-type: none"> <li>§ Problem-Solving &amp; Critical Thinking</li> <li>§ Scientific Methodology</li> <li>§ Work Methods, Techniques, and Procedures</li> <li>§ Information Literacy</li> <li>§ Creativity &amp; Innovation</li> </ul> </li> <li>Social Competence <ul style="list-style-type: none"> <li>§ Written Communication</li> <li>§ Oral Communication</li> <li>§ Teamwork &amp; Conflict Management</li> <li>§ Intercultural Insight &amp; Ability to Change Perspective</li> </ul> </li> <li>Self-Competence <ul style="list-style-type: none"> <li>§ Self-Management &amp; Self-Reflection</li> <li>§ Ethical &amp; Social Responsibility</li> <li>§ Learning &amp; Change</li> </ul> </li> </ul>		
Module Learning Objectives	<p>Students...</p> <ul style="list-style-type: none"> <li>§ understand the elements of performance and compensation management and how to align them consistently with a corporate strategy.</li> <li>§ recognize the interrelationships between different performance drivers such as leadership, organization, employee development, motivation, and remuneration can transfer the presented approaches and instruments to a specific company situation.</li> <li>§ analyze complex business constellations and develop, assess, and implement alternative solutions to business issues.</li> <li>§ can work in groups in a solution-oriented manner, arguing clearly and unequivocally for their own ideas and discussing the arguments of others, as well as developing various solutions together and presenting them convincingly.</li> <li>§ work independently based on the learning strategies acquired in the module to deepen their knowledge of performance and compensation management.</li> </ul>		
Module Content	<ul style="list-style-type: none"> <li>§ Success factors of performance and compensation management</li> <li>§ Approaches and instruments of performance and compensation management</li> </ul>		

Links to other modules	The content of this module is linked to the following modules: w.BA.XX.2HCM.XX w.BA.XX.2LU.XX		
Methods of Instruction	§ Lecture § Interactive Instruction § Project Work § Explorative Learning § Literature Review	<b>Social Settings Used:</b> Group Work	
Digital Resources	Reader		
Type of Instruction	<b>Classroom Instruction</b>	<b>Guided Self-Study</b>	<b>Autonomous Self-Study</b>
Large Class	8 h	82 h	
Small Class	-	-	
Group Instruction	-	-	
Practical Work	-	-	
Seminar	-	-	
<b>Total</b>	<b>8 h</b>	<b>82 h</b>	<b>0 h</b>
Performance Assessment			
<b>End-of-module exam</b>	<b>Form</b>	<b>Length (min.)</b>	<b>Weighting</b>
-	-	-	-
<b>Permitted Resources</b>	-		
<b>Others</b>			
	<b>Assessment</b>	<b>Length (min.)</b>	<b>Weighting</b>
Written Assignment	Grade	-	70,00 %
Talk/oral presentation	Grade	20	30,00 %
Classroom Attendance Requirement	Attendance is compulsory for the presentations in SWs 13 and 14.		
Language of Instruction/Examination	German		
Compulsory Reading	§ Meyer-Ferreira, P. (2015). Human Capital strategisch einsetzen. 2nd edition. Köln: Wolters Kluwer Luchterhand. ISBN 978-3-472-08659-8. Selected chapters (provided on Moodle). § Gmür, M. & Thommen, J. (2014). Human Resource Management. 4th edition. Zürich: Versus. ISBN 978-3-03909-168-3. Selected chapters (provided on Moodle).		
Recommended Reading	§ Armstrong, M. (2015). Armstrong's Handbook of Reward Management Practice: Improving Performance Through Reward. 5th edition. London: Kogan Page. ISBN EAN: 9780749473891. § Armstrong, M. (2017). Armstrong on Reinventing Performance. 1st edition. London, New York, NewDelhi: Kogan Page. ISBN 978-0-7494-7811-7. § Rummier, G. & Brache, A. (2013). Improving Performance: How to Manage the White Space on the Organization Chart. 3rd edition. San Francisco: Jossey-Bass. ISBN 978-1-118-14370-4. § Frey, B. & Osterloh, M. (2002). Managing Motivation : wie Sie die neue Motivationsforschung für Ihr Unternehmen nutzen können. 2nd edition. Wiesbaden: Gabler. ISBN 978-3-409-21631-9.		
Comments	-		