

# HRM & LEADERSHIP

Master of Arts



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### STUDY CONTENT

Employees are the strategic success factor and the most valuable capital of a company. Especially in times of a shortage of skilled workers and globalisation, the management of personnel and companies is a demanding challenge that will continue to gain strategic relevance in the coming years. In this context, human resources management has established itself as a central basic subject in the university curriculum.

The master's degree programme "HRM & Leadership" offers a broad economic foundation and combines this with special human resources and corporate management skills.

You will research contemporary international and sustainable human resources management strategies and their influence on corporate success. Since the tasks of the human resources department are intertwined with corporate management, you also deal with how companies and organisations are actively developed. For example, you will learn to recognise, analyse and change power imbalances and inequalities in organisations.

By repeatedly linking theoretical knowledge with practical problems, you will acquire action-related skills that will prepare you optimally for your professional life and enable you to perform tasks in strategic and sustainable human resources and management and to approach and solve corporate governance issues in internationally oriented business environments in a responsible manner.

Graduates of this study programme work, among others, in the following sectors or business areas:

- Human resources
- Talent recruiting
- Performance management
- Organisational development
- Corporate management
- Consulting
- Coaching/Training

### AT A GLANCE

#### START OF STUDIES

Winter semester (August)  
Summer semester (January)

#### LECTURE LANGUAGE

English

#### DURATION

4 semesters incl. master's thesis

#### STUDY LOCATION

Cologne, Mainz & Potsdam

#### STUDY FORM

Full time (120 ECTS)

#### ELECTIVE COURSES

In the 2nd & 3rd semester

#### INTERNSHIP

Minimum 8 weeks (obligatory)

#### SEMESTER ABROAD

In the fourth semester (optional)

#### BUSINESS PROJECT

In the 2nd semester

#### FOREIGN LANGUAGE COURSES

In the 1st – 3rd semester

#### SOFT SKILLS

In the 1st – 3rd semester

Also available as an extra occupational programme. For more information see our part time brochure.

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## Study plan

### 1. SEMESTER

Business Economics	Module 1	3 ECTS
Empirical Research Methods	Module 1	3 ECTS
Strategic Analysis & Management	Module 2	3 ECTS
Innovation Management & Digital Transformation	Module 2	3 ECTS
Corporate Social Responsibility	Module 3	3 ECTS
Corporate Governance	Module 3	3 ECTS
Globalization & Intercultural Human Resource Management	Module 4	3 ECTS
International Stakeholder Management & Employment Relations	Module 4	3 ECTS
Advanced Intercultural Team Leadership	Module 12	2 ECTS
Advanced Negotiation & Influencing Skills	Module 15	2 ECTS
Language & Communication Skills I <sup>1</sup>	Module 18	2 ECTS

### 2. SEMESTER

International Economics	Module 5	3 ECTS
Applied Management Accounting	Module 5	3 ECTS
Business Elective <sup>3</sup>	Module 6	3 ECTS
Interdisciplinary Elective <sup>4</sup>	Module 6	3 ECTS
Strategic Human Resource Management	Module 7	3 ECTS
Corporate Development & Business Transformation	Module 7	3 ECTS
Business Project	Module 8	6 ECTS
International Project Management	Module 13	2 ECTS
Emotional Intelligence	Module 16	2 ECTS
Language & Communication Skills II <sup>1</sup>	Module 19	2 ECTS

### 3. SEMESTER

Value Based Management	Module 9	3 ECTS
Sustainable Supply Chain Management	Module 9	3 ECTS
Business Elective <sup>3</sup>	Module 10	3 ECTS
Interdisciplinary Elective <sup>4</sup>	Module 10	3 ECTS
Power & Inequality in Organizations & Institutions	Module 11	3 ECTS
Business Simulation Game	Module 11	3 ECTS
Skills Elective <sup>2</sup>	Module 14	2 ECTS
Storytelling for Marketing & Branding Purposes	Module 17	2 ECTS
Language & Communication Skills III <sup>1</sup>	Module 20	2 ECTS
Master Thesis Tutorial	Module 19	2 ECTS
Internship <sup>4</sup> (at least 8 weeks)		10 ECTS

### 4. SEMESTER

Master Thesis	24 ECTS
Master Thesis Tutorial	2 ECTS
Internship <sup>4</sup> (at least 8 weeks)	10 ECTS

General economic science teaching content  
 Interdisciplinary competences

Programme-specific teaching content  
 Elective range

Each course usually comprises two hours per week during the semester.

1 For non-native German speakers a choice between English taught Advanced Critical Thinking & Writing Skills course and German is offered.

2 In courses such as “Advanced Intercultural Team Leadership” or “International Project Management” your social and leadership skills are trained. In addition to various compulsory courses, there are optional subjects where you can choose which of your competences should be particularly strengthened.

3 In these business elective courses you can expand your specialist knowledge according to your individual interests. There is a choice of courses such as “Pricing”, “Branding”, “Leadership”, “Entrepreneurship”, “International Investment”, “Risk Management” or “Portfolio Management”

4 In these Interdisciplinary Electives you can expand your specialist knowledge according to your individual interests. There is a choice of courses such as “Big Data & Cloud Management”, International Law”, “International Competitiveness”, “E-Commerce”, “Special Issues in Globalization”, “Global & Industrial Corporate Responsibility”, “Public Relations”, “Video Marketing”, “Online Aesthetics”, “Tourism Consulting” or “Business Travel”.

5 During the semester break you will complete an internship of at least eight weeks at home or abroad.