

# Human Resources and organizational management - Hof University — Hof University

Source: <https://www.hof-university.com/studying-at-hof-university/our-degree-programs/business-administration-ba/human-resources-and-organizational-management.html>

Semester 1 - 4 Foundation Area - Regardless of the field of study:

During the first four semesters, you will gain the fundamental knowledge and skills in the field of digital business management, as well as the technical, methodological, personal, and language skills you will need for your professional career:

1st semester: Introduction to Business Administration; Fundamentals of Economics; Introduction Digital Business; Accounting; Presentation and Facilitation; Human Resources and Organizational Management; Business English I; Cost and Performance Accounting;

2nd semester: Fundamentals of Marketing and E-Commerce; Process Management; Accounting; Fundamentals of Business Law; Business Mathematics; Business English II.

3rd semester: Intercultural Competence; Fundamentals of Business Taxation; Fundamentals of Corporate Finance; Fundamentals of Procurement, Production and Logistics; IT Management; Business English III.

4th semester: Statistics; Scientific work; Project management/teamwork; Conversation and negotiation skills; Sustainability management/corporate social responsibility; Quality management; Digital applications; Business management seminar.

Semester 5 - 6

Employee management

Human Resources Development

General psychology

Labor Law

Corporate management and development

Working world 4.0

Case Study Seminar Human Resources and Organizational Management

Applied organizational research

7th semester - Final thesis

In your last semester you will ideally write your bachelor thesis in a company.

The obligatory practical semester can be completed in the 5th or 7th semester (for dual students in the 3rd semester).

Experts in human resources and organizational management are needed practically everywhere. In large corporations and government agencies as well as in small and medium-sized companies and organizations. Consequently, a wide range of career opportunities are open to you:

Specialist and management positions in the HR department or organizational development in small, medium-sized and large companies or in public administration

Working for a personnel service provider that supports other companies in personnel matters and places personnel

Management consulting in the area of personnel management, organization and transformation

What are the current challenges covered by the study:

Companies face the challenge of finding good and suitable personnel for their departments (demographic change, shortage of skilled workers, changing values)

Human resources management is becoming the key to corporate success

Employees are a company's most important asset; qualified HR managers are needed to recruit, motivate, lead and train them

Due to digitalization, there is an acceleration of almost all business processes, the associated higher requirements must be designed accordingly (workplace, time and place)

These qualities will make your studies and subsequent tasks in the workplace easier:

Organizational talent

Pleasure in dealing with people

Good social and communication skills

General Business Management

Entrepreneurship and Tech Startups

Digital Process Management and IT technologies

Digital Commerce and Marketing

FACT (Finance, Accounting; Controlling, Taxation)

Digital Supply Chain Management