

<b>Strategic People &amp; Innovation Management</b>						
<b>Kennnummer</b>	<b>Workload</b>	<b>Credits/LP</b>	<b>Studiensemester</b>	<b>Häufigkeit des Angebots</b>	<b>Dauer</b>	
IMM 5	270 Std.	9	1 + 2	Jedes Semester	2 Semester	
<b>1</b>	<b>Lehrveranstaltungen</b>		<b>Sprache</b>	<b>Kontaktzeit</b>	<b>Selbststudium</b>	<b>Geplante Gruppengröße</b>
	a) Innovative HRM Strategies		a) English	a) 22,5 Std.	a) 97,5 Std.	a) 15
	b) Strategic Innovation Management & Entrepreneurship		b) English	b) 22,5 Std.	b) 127,5 Std.	b) 15
<b>2</b>	<p><b>Lernergebnisse/Kompetenzen</b></p> <p>Nach erfolgreicher Teilnahme am Modul können die Studierenden ...</p> <p><b>Analyse (4)</b>                      ... ..define a focused and current research question in the field of HRM                      ... ..assess entrepreneurial opportunities                      ... ..compare the benefits and risks of various innovation strategies</p> <p><b>Synthese (5)</b>                      ... ..consolidate and summarize content of various scientific sources                      ... ..develop an integrated innovation strategy                      ... ..explain relevant theories related to a self-selected research question</p> <p><b>Evaluation / Bewertung (6)</b>                      ... ..review different theories and empirical outcomes against a given research topic                      ... ..evaluate different appropriation strategies                      ... ..relate</p>					
<b>3</b>	<p><b>Inhalte</b></p> <p>a) - Current theories and practices related to a defined field in HRM (will be defined for each course)                      - Definition of research questions (strategies and methods)                      - Research and evaluation of relevant scientific sources in a self-selected field of HRM</p> <p>b) - Concepts of innovation – different dimensions, areas, etc.                      - Evolutionary &amp; holistic/integrated perspective on innovation (including besides technological also non-technological and social innovation)                      - Open Innovation – inside-out &amp; outside-in strategies                      - Strategic learning &amp; Absorptive Capacity                      - Appropriation, value of resources                      - Intellectual property                      - Firm formation and entrepreneurial design                      - Discovering and exploiting entrepreneurial opportunities                      - Path dependencies</p>					

<b>4</b>	<b>Lehrformen</b> a) Seminar b) Seminar
<b>5</b>	<b>Teilnahmevoraussetzungen</b> Undergraduate level knowledge of Business Strategy and HRM
<b>6</b>	<b>Prüfungsformen</b> a) Prüfungsleistung 1sbA (Praktische Arbeit) (4 LP) b) Prüfungsleistung 1K (Klausur) (5 LP)
<b>7</b>	<b>Verwendung des Moduls</b> International Management M.Sc. (IMM)
<b>8</b>	<b>Modulbeauftragte/r und hauptamtlich Lehrende</b> Prof. Dr. Eva Kirner (Modulverantwortliche/r)
<b>9</b>	<b>Literatur</b> a) Depends on the defined core topic of the course (will vary every year) b) Taleb, N. (2007), The Black Swan. The Impact of the Highly Improbable. Random House Fageberg, J., Mowery, D.C., Nelson, R.R. (eds.) 2005: The Oxford Handbook of Innovation. New York, Oxford University Press Shane, S. , Venkataraman, S. (2000), The Promise of Entrepreneurship as a Field of Research, in: Academy of Management Review, Vol. 25, No. 1 , pp. 217-226 OSLO Manual (2005): Guidelines for Collecting and interpreting innovation data, 3rd edition, OECD