

## Public Management Bachelor Programme

<b>Module</b>	<b>01 – Organisation and Human Resources Management I</b>		
Semester	1 <sup>st</sup> semester (winter semester)		
Courses	a) Organisation I (L) <span style="border: 1px solid black; padding: 0 2px;">DE</span> b) Human Resources Management I (L) <span style="border: 1px solid black; padding: 0 2px;">DE</span>		
Workload	4 SPW	5 credits	120 workload hours (45 attendance hours, 105 self-study hours)
Admission prerequisites	–		
Module coordinator	Prof. Dr. Petra Hiller		

### 1. Learning outcomes

- a) Students will have an understanding of the basic concepts and models of organisational theory. They will be able to systematically categorise classical approaches such as the ideal type of bureaucracy, the division of labour approach or the discovery of the informal organisation and link these to current debates on new public management.
- b) Students will be familiar with the specific features of the civil service as an employer. They will be able to analyse the resultant demands on personnel and human resources management and critically reflect upon them in the context of new public management.

### 2. Recommended prior knowledge and skills

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### Contents

- a) • Introduction to organisational theory  
• Bureaucratic approach  
• Conditional programming and target programming  
• Structural problems of bureaucratic organisations  
• Taylorism and its consequences  
• Human relations approach  
• Organisations as open systems
- b) • Demands of new public management  
• Career system in the civil service  
• Status groups, education and professional socialisation  
• Remuneration schemes and performance incentives  
• Management by objectives  
• Appraisal interview

### 4. Modes of teaching and learning, workload

Lecture with active feedback from students (45 hrs); preparation and revision of lectures (60 hrs); exam preparation (45 hrs).

### 5. Type of examination

Written exam (120 minutes)

### 6. Literature

DERLIEN, Hans-Ulrich; BÖHME, Doris; HEINDL, Markus: *Bürokratietheorie. Einführung in eine Theorie der Verwaltung*, Wiesbaden 2011; HOPP, Helmut; GÖBEL, Astrid: *Management in der öffentlichen Verwaltung*, 4. Auflage, Stuttgart 2013; KIESER, Alfred; EBERS, Mark: *Organisationstheorien*, 7. Auflage, Stuttgart 2014; MAYNTZ, Renate: *Soziologie der öffentlichen Verwaltung*, 4. Auflage, Heidelberg 1997, REICHARD, Christoph; RÖBER, Manfred: *Verwaltungsentwicklung und Ausbildungsreformen – Aktuelle Tendenzen einer unendlichen Geschichte*, in: *Der moderne Staat*, 1. Jg., 2009, S. 109-131; SCHEDLER, Kuno; PROELLER, Isabella: *New Public Management*, 5. Auflage, Bern 2011.