



International Project Week
HOCHSCHULE NORDHAUSEN

25th International Project Week 2023 08th – 13th May 2023

Lecturer: Vivek Nagpaul

University/Company: EuroAsian

Country: The Netherlands

Strategic Human Resource Management in a Changing World

Content:

This course is oriented towards participants that are interested in enhancing their ability to deal more effectively with people in a knowledge-based environment and be better prepared to assume responsibility for **strategic human resources management (SHRM)** as (future) managers working for (international) organizations in a changing world.

- Defining / developing organization's HR policy, strategy and objectives
- Job analysis, job design, recruitment and selection in international (knowledge-based) business
- The role of SHRM in developing / managing strategic alliances and in facilitating effective and efficient communications within and between collaborating organizations
- Training needs assessment, employee motivation, decision-making and managing change in the professional service industry
- Project plan (Groups of students will work on any HR topic of their choice throughout the course) presentations and group discussion

Methods:

- Brief lectures
- Interactive workshops
- Group work

Competences and skills to be acquired:

- Support managers and the human resource department in developing HR policy/strategy for the organization
- Analyze and design jobs, recruit, select and retain talented people for (international) organizations
- Appreciate the role of HRM in developing/managing strategic alliances and business relations and facilitating effective and efficient inter-personal and inter-organizational communications
- See themselves as change agents and facilitate change by conducting training needs assessment, managing employee motivation, and enabling effective decision-making

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International Office

Weinberghof 4 99734 Nordhausen Germany

ipw@hs-nordhausen.de

- Analyze HR issues and (management) practices from a developmental point of view, to understand the making of an entrepreneurial organization

Prerequisites:

none

Language of instruction:

English

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