

Business Resource Management Course

Module code	Module title	Short description	Semester	ECTS
Compulsory modules:				
1BR-BWL1-10	Principles of Business Administration	In this module, students study business activity as a whole, drawing on the fundamental principles of business management including the standard model for business operations and decisions of a constitutional nature. The material is primarily delivered via seminars and by means of a business game that simulates basic business management processes. The overall objective is to use production factors to identify and understand the basics of how companies function in the context of markets.	1.	5
1BR-MA1-10	Mathematics for Business and Finance	Students who have completed this model are able to use basic quantitative methods and models to solve economic problems and can apply their knowledge of financial mathematics, matrices, linear equations systems, differential and integral calculus to business management and economics.	1.	5
1BR-REW1-10	Bookkeeping	The module provides an introduction to accounting, with a primary focus on external accounting. It teaches bookkeeping techniques and the use of double-entry bookkeeping in business. It also introduces students to the fundamentals of balance sheet accounting.	1.	5
1BR-RE1-10	Legal System Basics	The module provides an introduction to the legal system of the Federal Republic of Germany in general and specifically to the General Part of the German Civil Code, the law of obligations and property law. It thus gives students an appreciation of the practical relevance of legal knowledge and lays the groundwork for the legal aspects of subsequent modules, in particular as regards credit agreements and sales.	1.	5
1BR-WA-10	Information Processing and Basic Academic Methods	The module provides an introduction to different information processing techniques and methods, giving students an insight into the data protection and data security environment. It also covers effective approaches to learning and studying and the nature and use of academic methods.	1.	4
1BR-BWL2-20	Basic Company Functions	Students consolidate the knowledge they gained in Business Management Basics, looking at procurement, provision of goods and services and marketing. The module thus makes the connections between the different business management functions more transparent.	2.	6
1BR-ENG1-20	Basic English	Existing language knowledge is activated and expanded, consolidated and applied to business correspondence and communication.	2.	4
1BR-REW2-20	Cost Accounting and Performance Accounts	The module provides an introduction to the structure and process of cost accounting and performance accounts, focusing on the principles and techniques of full cost accounting and its extension to variable cost accounting.	2.	3
1BR-WR-20	Applied Business Law and the Principles of Financing and Investment	This module builds on the legal knowledge gained from the module Foundations of the Legal System and delivers essential knowledge of commercial law, company law, intellectual property rights and competition law. It also provides an introduction to European Union law. Aspects of the different options for raising capital are also explained. The module concludes with an overview of the legal framework for deploying funds within organisations.	2.	6
1BR-GK-20	Communication Basics	The module provides knowledge and skills both in interpersonal communication and in the use of the latest information and communication technologies. These are also discussed and applied to the specific context of intercultural communication.	2.	5
1BR-VWL1-30	Market, Money and Currency	After providing an introduction to basic economic concepts, this module considers key micro- and macroeconomic relationships and looks in detail at issues relating to financial and monetary management.	3.	5
1BR-ENG2-30	Advanced English	The English 2 language module consolidates the knowledge acquired in English 1. The focus of English 2 is the translation of specialist banking texts and the development of a body of texts with the appropriate specialist vocabulary. This framework covers the particularities of the British and United States financial systems and familiarises students with further aspects of intercultural communication.	3.	4
1BR-FMO-30	Annual Accounts and Business Taxation	This module covers the legal and managerial aspects of the preparation of companies' year-end documents. Taking this as a basis, students are then introduced to the business taxation system of the Federal Republic of Germany from the point of view of their practical application.	3.	5
1BR-HRMO-30	Organisation, Human Resources, Employment Law	This module provides an overview of the organisational and operational structure of companies, agile methods in a business context and company personnel and social activities, with a brief detour into employment law.	3.	5
1BR-WMO-30	Knowledge Management as a Success Factor for SMEs	This module highlights the importance of knowledge management for business management, starting with the modelling of knowledge as the fourth production factor. The module emphasises the identification and utilisation of potential in entrepreneurial thinking by making links with the controlling concepts for success stories.	3.	5
1BR-BWL3-40	Energy, Environmental and Sustainability Management	The module provides basic knowledge of selected instruments of modern business management in the context of permanent changes to the operating environment (VUCA). The focus here is on the latest ideas on energy, environmental and sustainability management. The system of corporate objectives is taken as the framework for decisions on prioritising competing concepts.	4.	5
1BR-MS-40	Methodology and Academic Work	An introduction to the basic principles of methodological processes to ensure the quality of documents, studies and academic work. These are used as the basis for developing and applying the specific concepts, working methods and principles of an approach that meets academic standards.	4.	5
1BR-MF-40	Staff Management Basics	This module develops specialist skills in personality and communication psychology. Students' overall expertise is extended through in-depth study, application and transmission. This also lays the foundations for a potential managerial role.	4.	4
1BR-BWL4-50	Project, Process and Quality Management	The module provides rudimentary knowledge of basic modern business management methods in the context of a continually changing environment (VUCA).	5.	4
1BR-ENG3-50	Business English	The module further develops the language skills already acquired. English 3 emphasises oral communication in the working environment, for example interviews, negotiations, conferences and presentations. The module therefore concludes with an oral examination.	5.	4
1BR-MS2-50	Applied Statistics	Students master the statistical basics required for recording, preparing and evaluating numerical business process data and develop the ability to use their knowledge independently in other areas of economics.	5.	4
1BR-BWL5-60	Company Management and Controls	This module covers the basic scope of control today and selected control mechanisms. Participation in the General Management business game in teams develops and enhances active decision-making skills along with the ability to undertake the necessary preparation and follow-up work. The game thus brings together the whole of the business management course content in a real-world-style activity.	6.	5
1BR-VWL2-60	Economic Policy	Specialist economic policy focuses specifically on issues that only affect individual sectors of economic policy and/or regional economic policy. Sectoral economic policy is thereby primarily oriented towards special features of economic and technological for individual branches of industry. Structural policy is concerned with the impact of sectoral and regional developments on the economy.	6.	5
Compulsory Module: Further Financial Management				
1BR-FM1-40	Banking and Transactions	This module provides an overview of the basis and business of banks and financial services providers, setting them in the context of economic and monetary policy and covering the fundamentals of banking, the monetary economy and transactions.	4.	5
1BR-FM2-40	Financial Intermediaries and Credit Products	This module provides students with a comprehensive introduction to financing and investment processes. The emphasis is on the provision of knowledge and skills relating to credit transactions as overall business transformation processes, which are given close consideration from the perspective of a credit provider as well as that of a borrower.	4.	5
1BR-FM3-50	Investment Decisions in an Environment of Risk	This module covers the basics of, and application scenarios for, investment decisions as part of the management systems that support decision-making, from the perspective of risk. Systematising the various procedures allows students to gain an overview and acquire basic routines for applying them.	5.	4
1BR-FM4-50	Working Capital Management	This module deals with the complexity of working capital management and consolidates and reinforces knowledge of internal and mezzanine financing.	5.	4
1BR-FM5-50	Investment and Securities	This module consolidates knowledge of company finance by linking sources of finance on the one hand and banks' securities business on the other. It focuses especially	5.	4

Business Resource Management Course

		closely on equity financing in general and share financing in particular, and explains the nature of shares as a securities investment and a source of financing. Leading on from this, the module covers the stock exchange and investment advice as a business activity for banks.		
1BR-FM6-60	Finance Policy and Business Consolidation	This module deals with the complexity of business management in the context of financial policy decisions for companies' long-term stability through to risk management and the insolvency process.	6.	4
1BR-FM7-60	Annual Accounts Analysis and IFRS	This module summarises, consolidates and deepens existing knowledge of accounting through a complex analysis of annual accounts with a focus on commercial law. It provides an introduction to group accounting and international accounting standards.	6.	4
Compulsory Module: Advanced Human Resources Management				
1BR-HRM1-40	ERM and Recruitment	This module deals with the challenges of recruiting and integrating new employees into businesses and organisations. Consideration is given both to aspects of company culture and to technical and administrative procedures. It also covers requirements relating to advertisements, selection and employment processes under employment law, and personnel selection under DIN (German Standards Institute).	4.	5
1BR-HRM2-40	Human Resources Processes	This module provides a structured overview of all the tasks of companies' and organisations' Human Resources functions. To this end, the relevant processes are examined by applying traditional value-creation logic and the standard international HR lifecycle model.	4.	5
1BR-HRM3-50	Staff Deployment and Remuneration	This module primarily covers the technical and administrative tasks involved in ensuring that specific roles are effectively performed by being allocated to the right employees. Functions range from data collection and analysis to needs assessment and demand forecasting through to provision of substitute staff where recruitment is unavoidable.	5.	4
1BR-HRM4-50	Staff Development, Talent Management, Retention	This module focuses on the active identification and cultivation of the competence and potential of staff members (and applicants) with a view to safeguarding the future of the organisation.	5.	4
1BR-HRM5-50	Management and Leadership	This module presents and clarifies different approaches and theories relating to interactions within organisational hierarchies. To this end, it draws on decision theory, organisational psychology and sociology in order to analyse and elucidate basic principles of (professional) interaction with reference to the principal-agent problem.	5.	4
1BR-HRM6-60	Employment Market Opportunities: Health Management and Inclusion	This module deals with the complex environment, challenges and methods of corporate health management. A particular area of practical application is the inclusion of groups that have not previously been considered or who have not previously been capable of working.	6.	4
1BR-HRM7-60	Case Study: Everyday Company Management	This module applies the knowledge from previous modules to specific business scenarios and develops ideas for solutions and options, primarily using case studies. The focus is on the diversity and variability of the specific situation, with the deliberate aim of achieving highly differentiated results.	6.	4
Compulsory Module: Knowledge Management				
1BR-WM1-40	Data, Information, Knowledge, Competence	This module is concerned with the structure and hierarchy of datasets and their linkage at a formal level, i.e. in relation to the complexity of the data concerned. It therefore considers the economic procurement, storage, analysis and provision of the information in question in the context of organisational requirements.	4.	5
1BR-WM2-40	Human Cognition	The module considers the human learning processes of knowledge acquisition, storage and recall against the backdrop of fundamental concepts of cognitive psychology. It also draws on developmental psychology to explain how cognitive processes change over the course of a human lifetime.	4.	5
1BR-WM3-50	Demography and New Media	The module is concerned with the generationally- and culturally-specific aspects of work in the context of knowledge-oriented business management. In conjunction with reflections on the learning organisation, it deals with concepts that ensure knowledge management processes are commercially effective and efficient in the context of varying individual affinities and acceptance.	5.	4
1BR-WM4-50	Change and the Learning Organisation	This module deals primarily with basic ideas and application scenarios for companies in relation to the "new normal": permanent, externally-driven and to some extent disruptive change. It takes VUCA as its point of reference and considers individual and group learning processes as both the object and the agent of business change, and the model of the learning organisation as the driver for long-term success.	5.	4
1BR-WM5-50	Knowledge Documentation in Media and IT	This module covers the different types, technologies and media used for the technological-storage, processing and presentation of knowledge. An important aspect of this is the challenge of ensuring that information and knowledge are identifiable and available in the long-term – even independently of the technological platform in question.	5.	4
1BR-WM6-60	Structure: People, Organisation, Technology	This module considers the strategic triangle of individual, social (working) group and (supporting) technology as the inseparable components and agents of knowledge-based provision of goods and services. The issues are examined both from a sociological perspective and also using communication theory.	6.	4
1BR-WM7-60	New Worlds of Work – Paperless Organisation	This module deals with and discusses changes in the organisation, structures and processes of agile service provision in the world as it is now and with reference to the situation of placement partners. The knowledge-based economy is highlighted in order to increase students' understanding of changing processes in service provision. The module looks at the transformation of an organisation from a traditional operation into a technology-based flow of work tasks and -processes, thus bringing together and consolidating the issues raised in Advanced Knowledge Management.	6.	4
Practical Module:				
1BR-PRAX1-10	Placement Partner Business Model	This module is completed under the supervision of the relevant placement partner and aims to transfer knowledge about the sector in question, and the company's size and legal form. The placement phase allows students to acquire and/or consolidate their business management knowledge and skills within the specific environment of their placement partner.	1.	6
1BR-PRAX2-20	Primary Business Functions	The placement phase allows students to acquire and/or consolidate their knowledge of the primary functions and/or business areas of their placement partner and develop the skills required to work in that environment. In this context, they will be referring back to content delivered in the first theoretical semester.	2.	6
1BR-PRAX3-30	Working in Business Management Functions	The placement phase allows students to acquire and/or consolidate their knowledge and skills in specific fields of activity within the remit of their placement partner and in the light of its specialisms. Tasks in the above areas are undertaken independently but with guidance and/or supervision.	3.	6
1BR-PRFM1-40	Working in Financial Roles	The placement phase allows students to acquire and/or consolidate their basic knowledge and operational skills in the context of their role and the integration of financial functions at their placement partner. To this end, they identify the basic financial management functions within their company, and describe these as they affect the specific tasks they have been allocated and their own contribution to the provision of goods or services.	4.	6
1BR-PRHR1-40	Working in Human Resources Roles	The placement phase allows students to acquire and/or consolidate their basic knowledge and operational skills in the context of their role and the organisational integration of human resources functions at their placement partner. To this end, they identify the basic human resources functions within their company, and describe these as they affect their specific tasks they have been allocated and their own contribution to the provision of goods or services.	4.	6
1BR-PRWM1-40	Working in Knowledge Management Roles	The placement phase allows students to acquire and/or deepen the consolidation of their knowledge and skills in relation to their knowledge about the company and develop their competencies against the specific background of the placement company in question. To this end, they familiarise themselves with the specific structures and challenges of corporate knowledge management and the contribution it makes to value-creation at their placement partner.	4.	6
1BR-PRFM2-50	Financial Management Experience	Further consolidation of knowledge and practice in relation to the placement partner's financial issues is achieved through working (independently as far as possible) on practical issues in close conjunction with the course content to date. Alongside the production of coursework, practical work enables students to experience current operational challenges facing their company and the planning of any future functions.	5.	6

Business Resource Management Course

1BR-PRHR2-50	Human Resources Management experience	Further consolidation of knowledge and practice in relation to the placement partner's human resources issues is achieved through working (independently as far as possible) on practical issues in close conjunction with the course content to date. Alongside the production of coursework, practical work enables students to experience current operational challenges facing their company and the planning of any future functions.	5.	6
1BR-PRWM2-50	Knowledge Management Experience	Further consolidation of knowledge and practice in relation to the placement partner's knowledge management issues is achieved through working (independently as far as possible) on practical issues in conjunction with the course content to date. Alongside the production of coursework, practical work enables students to experience current operational challenges facing their company and the planning of any future functions.	5.	6
Bachelor's Dissertation				
	Bachelor's Dissertation	Building on the preceding theoretical and practical semesters, students further develop and apply the competencies they have acquired against the background of the specialist direction they have chosen. To conclude their course, students demonstrate their ability to produce a piece of academic work by solving a problem independently, according to a plan and using a logical structure.	6.	12