

Spring Semester 2021

HR Lab – Leveraging Science for Practice 2021

ORGANIZATION

Module: HR Lab – Leveraging Science for Practice
ECTS-Points: 3.0
Lecture: Wednesday, 12:15 – 16:00, Zoom
Language: English
Lecturer: Dr. Lea Rutishauser, lea.rutishauser@unilu.ch

REGISTRATION

To attend the seminar, registration via the OLAT e-learning platform is required. Registration will be open from 8 February to 15 March 2021. As we collaborate with organizations please describe your motivation to attend the seminar in a **brief motivation letter to confirm your participation in the seminar (max 1/2 A4 page)**. Please send it to lea.rutishauser@unilu.ch until **February 15, 2021**. Please refrain from cancelling the participation after you have applied for the seminar. Students are responsible for checking the creditability of the course to their course of study.

In order to take part in the examination, registration via the UniPortal within the registration period in OLAT is **required**.

CONTENT

Among challenges that organizations face, are questions related to their human resources. In this seminar, two organizations provide a current HR related question as a topic to investigate. Students interact with the organizations to develop scientific, evidence-based solutions. To contribute to the organizations' current HR challenges students, working in groups, learn the basics of project management, draw on scientific literature and apply empirical methods to investigate the research questions and develop an evidence-based solution to these real-life HR cases. The students discuss their progress in the seminar, present their findings in a written project thesis and in a final oral presentation in front of their peers and the project sponsors.

PLAN OF THE LECTURES

Date	Contents
24.02.2021 12:15 – 16:00	Introduction and Organization
03.03.2021 12:15 – 13:45	Kick-off meeting with project sponsors
10.03.2021 12:15 – 15:00	Managing applied scientific projects
24.03.2021 12:15 – 15:00	Validation of concept and research question
07.04.2021	Easter Break
12.4.2021*	Presentation of the projects (HR cases) in the lecture Strategic HRM
21.04.2021 12:15 – 16:00	First project progress report & Guest lecture with Marco Strässle, HR Business Partner at Migros-Genossenschafts-Bund
05.05.2021 12:15 – 16:00	Second project progress report & Guest lecture with John Beadle, Global Head of Performance and Reward at ABB
19.05.2021 12:15 – 16:00	Third project progress report
02.06.2021 12:15 – 16:00	Final project presentations & Evaluation

***Note:** The simultaneous visit of the lecture Strategic HRM is required. Please be aware, that this seminar includes the presentation of your project in the lecture Strategic HRM on: 12.04.2021

EXAMINATION FORMAT

- Written project thesis in groups (50%, due date: 2.6.2021)
- Final project presentation in groups (20%, on 2.6.2021)
- Written reflection (Lab journal) on 3 questions (30%, due date: 15.6.2021)