

Strategic Human Resource Management 2026

OLAT: [FS26 Bozkurt/Bethke/Mölleney: Strategic Human Resource Management \(Vorlesung\)](#)

ORGANIZATION

Module:	Strategic Human Resource Management
ECTS-Points:	3.0
Lecture:	Monday, 10:15 - 12:00, HS4
Language:	English
Lecturers:	Itir Bozkurt Umur, PhD, itir.bozkurt@unilu.ch Pamela Bethke-Langenegger, PhD, pamela.bethke@unilu.ch Matthias Mölleney, matthias@moelleney.com
Guest Lecturers:	Azra Filan, Talent Acquisition & Advancement Partner, ABB Silvana Leasi, Head HR, Luzerner Kantonalbank Sebastian Junghans, HR Employee Attractiveness Compensation & Benefits, SWICA
Exam date:	02.06.2026, 10:15 - 11:15, HS9 Please note: The final time and date will be communicated by the Dean's office

CONTENT

Strategic Human Resource Management (SHRM) links strategic management with human resource management in organizations. Specifically, we discuss how human resource management contributes to implementing an organization's strategy and how it can shape strategy development. By the end of this course, you should be able to think systematically about how internal and external environmental forces and stakeholders shape HRM activities, and you should be able to describe how specific HR practices can be used to increase business effectiveness.

LEARNING GOALS

After actively participating in the lectures, you should be able to:

- 1) understand key concepts in SHRM
 - 2) assess the contribution of SHRM to an organization's bottom line
 - 3) identify the factors that give rise to different ways of managing human resources
 - 4) analyze and evaluate HRM imperatives from a strategic perspective
 - 5) apply strategic perspectives to HRM using case studies
 - 6) critically engage with contemporary research literature on SHRM
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REGISTRATION

Registration via the e-learning platform [OLAT](#) is required to attend the lecture. Registration is possible from **February 2nd - 27th, 2026**. The students themselves are responsible for checking the credibility of the course to their course of study.

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To acquire credits, resp. to take the examination, registration via [Uni Portal](#) within the examination registration period is ESSENTIALLY REQUIRED. Only those who have registered for the exams on the UniPortal can take part in the exams and earn credits.

Further information on registration: www.unilu.ch/wf/pruefungen

PLAN OF THE LECTURES

Date	Contents	Compulsory readings
23.02.2026	Kick-off Strategic Human Resource Management	Paauwe & Boon (2018) Jackson et al. (2014)
02.03.2026	Strategic Human Resource Management	Paauwe & Boon (2018) Jackson et al. (2014)
09.03.2026	SHRM: Talent Management I	Wilkinson et al. (2021) Chapter 23
16.03.2026	SHRM: Talent Management II	Case Study
23.03.2026	Guest Lecture: Strategic HRM @ ABB	
30.03.2026	SHRM: Risks and Retention I	Becker & Smidt (2016) Wilkinson et al. (2021) Chapter 8
06.04.2026	No lecture: Easter Break	
13.04.2026	SHRM: Risks and Retention II	Case Study
20.04.2026	Guest Lecture: Strategic HRM @ LUKB	
27.04.2026	SHRM: Compensation and Benefits I	Wilkinson et al. (2021) Chapter 6 Richbell & Wood (2018)
04.05.2026	SHRM: Compensation and Benefits II	Wilkinson et al. (2021) Chapter 7 Arnold, A., & Fulmer, I. S. (2018)
11.05.2026	Guest Lecture: Strategic HRM @ SWICA	
18.05.2026	SHRM: New HR Trends and the Future of Work	Wilkinson et al. (2021) Chapters 21 & 24
02.06.2026	Exam (to be confirmed by Dean's office)	

EXAMINATION FORMAT

Written exam (individual work): 100%

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COMPULSORY READINGS

Selected chapters and articles indicated in the plan of lectures are provided in OLAT by the lecturers:

- Arnold, A., & Fulmer, I. S. (2018). Pay transparency. In *The Routledge Companion to Reward Management* (pp. 87-96). Routledge.
- Becker, K., & Smidt, M. (2016). A risk perspective on human resource management: A review and directions for future research. *Human Resource Management Review*, 26(2), 149-165.
- Jackson, S. E., Schuler, R. S., & Jiang, K. (2014). An aspirational framework for strategic human resource management. *Academy of Management Annals*, 8(1), 1-56.
- Wilkinson, A., Dundon, T., & Redman, T. (2021). *Contemporary Human Resource Management: Text and Cases*. Sage.
- Paauwe, J., & Boon, C. (2018). Strategic HRM: A critical review. *Human Resource Management* (pp. 49-73). Routledge.
- Richbell, S., & Wood, G. T. (2018). Reward management. *Human Resource Management* (pp. 280-294). Routledge.