UNIVERSITÄT LUZERN

Spring Semester 2023

HR Lab – Leveraging Science for Practice 2023

ORGANIZATION

Module:	HR Lab – Leveraging Science for Practice
ECTS-Points:	3.0
Lecture:	Wednesdays, 10:15 – 12:00
	in addition: 9.2.2023, 17:15 – 18:00 and 15.2.2023, 9:15 – 16:00
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 January 30 to February 10, 2023. As we collaborate with an organization please describe your motivation to attend the seminar in a **brief motivation letter (2-3 sentences) to confirm your participation in the seminar.** Please send it to lea.rutishauser@unilu.ch until **February 10, 2023.** Please refrain from cancelling the participation after you have applied for the seminar.

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

CONTENT

Among the challenges that organizations face are questions related to their human resources. In the seminar HR Lab 2023, one organization provides a **current HR related question** as a topic to investigate. Students work in groups to find an **evidence-based solution** to this real-life HR case and present their findings in a **written project thesis** and in a **final presentation** in front of their peers and the project sponsor.

In this seminar, you interact with the organization to develop a scientific, evidence-based solution. To solve the organization's current HR challenge, you learn the basics of **project management**, you draw on **scientific literature** to approach the research question and you apply **empirical methods** to investigate it in order to develop an evidence-based solution. During the semester, you present and discuss your progress in the seminar.

Challenge 2023:
The demographic development in Switzerland leads to a skilled labour shortage. One option to mitigate the effects of a skilled labour shortage is to attract elderly people to the labour market. Therefore, we want to investigate what elements are important for elderly people to consider working beyond retirement age. (Company: HR ConScience GmbH)

PLAN OF THE LECTURES

Date	Contents
09.02.2023 17:15 – 18:00	**Modul 1: Introduction & Organization**
15.02.2023 09:15 – 16:00	**Modul 2: Project Management & Kick-off**
22.02.2023 10:15 – 12:00	Working in groups
01.03.2023 10:15 – 12:00	**Modul 3: First Project Progress Report**
08.03.2023 10:15 – 12:00	Working in groups
15.03.2023 10:15 – 12:00	Working in groups
22.03.2023 10:15 – 12:00	**Modul 4: Concept presentation & Introduction to methods**
29.03.2023 10:15 – 12:00	Working in groups
05.04.2023 10:15 – 12:00	Working in groups
12.04.2023 10:15 – 12:00	Easter Break
19.04.2023 10:15 – 12:00	**Modul 5: Presentation of current status, Guest: Project sponsor**
26.04.2023 10:15 – 12:00	Working in groups
03.05.2023 10:15 – 12:00	Working in groups
10.05.2023 10:15 – 12:00	**Modul 6: Second Project Progress Report**
17.05.2023 10:15 – 12:00	Working in groups
24.05.2023 10:15 – 12:00	**Modul 7: Final project presentations & Evaluation**
31.05.2023 10:15 – 12:00	**Submission deadline for written project thesis**

EXAMINATION FORMAT

The grade consists of two parts. Each part must be completed and contributes to the total of maximum 30 points:

- Written concept and project thesis in groups (20 of 30 points, due date for concept 21.03.2023 / due date for project thesis 31.05.2023)
- Project presentations (10 of 30 points)