



Human Resources Counseling MA Study Abroad Course List

Tuition fee/credit: 105 USD

For course syllabi, please contact the Study Abroad Office!

Code	Course title	Semester	Credits (ECTS)
HFMISS004	Adult Education Trends and Issues in the EU	Spring	6
HFMISS006	Labour Market-related Knowledge and the Employment Policy of the EU	Spring	6
HFMISS007	Learning Corporations and Know-how Management	Spring	6
HFMISS008	Studies in HR Development	Spring	6
HFMISS0005	Chapters in Evolutionary Psychology	Spring	6

Detailed information about the courses:

Adult Education Trends and Issues in the EU

Language of instruction:	English
Form of teaching:	lecture
Class hours per week:	2
Credits (ECTS):	6
Course description:	This course will help participating students to get acquainted with the progress of adult education policy of the EU. Related lecture will also provide a journey of understanding the evolution of European initiatives and programmes of raising participation, performance and professional development in adult learning and education.
Assessment methods:	Active participation, presentation, final exam
Teaching period:	Spring Semester

**Labour Market-related Knowledge and the Employment Policy of the EU**

Language of instruction:	English
Form of teaching:	lecture
Class hours per week:	2
Credits (ECTS):	6
Course description:	This course will examine the evolution and major phases of the employment policy of the European Union by considering all necessary elements and pillars of that particular policy area. Also, the course will reason some key tools of that EU employment policy field. Another key aspect of the course is labour market, therefore, a particular approach will focus on the relation between labour market trends and that of employment, employability and, consequently, unemployment in the EU and its member states.
Assessment methods:	Active participation, presentation, final exam
Teaching period:	Spring Semester

Learning Corporations and Know-how Management

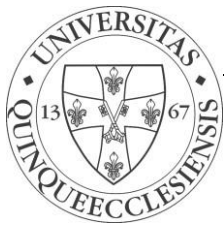
Language of instruction:	English
Form of teaching:	lecture
Class hours per week:	2
Credits (ECTS):	6
Course description:	Current organizations must change and learn constantly in order to survive. How does an organization learn effectively? Successful organizations have to be skilled at creating, acquiring and transferring knowledge. Organizations should be able to modify their behaviour to reflect new knowledge. The course focuses on the different concepts, theories, and models of organizational learning. Students will examine the processes that allow the organization to use, develop and retain knowledge. Students will obtain skills in developing comprehensive learning plans.
Assessment methods:	Active participation, case work, field trip, group work, mid-term exam
Teaching period:	Spring Semester

**Studies in HR Development**

Language of instruction:	English
Form of teaching:	lecture
Class hours per week:	2
Credits (ECTS):	6
Course description:	This course will provide a short overview of major trends in Studies in HR Development and, more precisely, some characteristic dimensions of methodological issues of HR Research.
Assessment methods:	Active participation, presentation, written exam
Teaching period:	Spring Semester

Chapters in Evolutionary Psychology

Language of instruction:	English
Form of teaching:	seminar
Class hours per week:	2
Credits (ECTS):	6
Course description:	<p>What should we eat? Where shall we live? Whom to trust and who could intend to cheat and abuse us? Whom do we want to impress and how? Why is there gossip and what is it about? Whom do we fall in love with and what do we do to gain this person's attention? When is there a high likelihood that our spouse will cheat on us and when do we get tempting offers?</p> <p>These and similar issues were already of vital importance for the survival of our ancestors in their original habitat where they lived for a hundred thousand generations: In the South-East African Savannah. Those individuals whose mutated genetics prompted them to make more favourable decisions in such cases had a higher likelihood to survive the challenges of their desolate environment, to establish families and to procreate, than their less fortunate fellow competitors. Their children inherited those traits and behavioural inclinations that made their parents successful. Success depended upon cognitive processes adequately evaluating the challenges of the original environment, such as the "specialized tools" of human emotions and behaviour. Thus – at the end of all the contests of a hundred thousand generations – genetic material facilitating a better fit to the environment – and the "specialized tools" they determine – have spread in the genome of modern</p>



	<p>mankind. This course, and the hopefully lively discussions will examine, reveal and thus bring under our conscious control a number of behavioural patterns originating from the stone-age that are often of decisive importance, weather the social behaviour of a modern-age adult will bear success.</p> <p>Following a general introduction to psychology the lecture discusses basic aims, theories, methods and results of general and social psychology. Students shall be able to recognise basic group processes.</p> <p>The following topics will be treated:</p> <ol style="list-style-type: none"> 1. Basic terms of Evolutionary Psychology (EP) 2. Social contract and the exclusion of cheaters 3. Modern forms of stone-age hunting together: Successful managers cannot do without emotional intelligence 4. Prepared for a responsible role in society versus „passed the secondary school final exam” 5. Tuned to success from head to toe - Socio-Pscho-Physiological basics 6. Flow – When work becomes a bliss 7. A cry for help – Evolutionary psychology of depression 8. Can vomiting be advantageous? - The life-saving importance of pregnancy sickness 9. Starving to death – Maladaptive dynamics of anorexia nervosa and other eating disorders 10. Led around by the nose – The extraordinary importance of odour communication in people loving, living and working together 11. The perfect partner – Evolutionary psychology of love 12. First date – Our mental schedules governing dating 13. Desperately seeking (?) a partner – The world of singles 14. Good impression, seduction, exaggeration – The evolutionary psychology of fashion 15. Born to be unethical? – The logic of lying in animals and humans.
Assessment methods:	Active participation, presentation, written exam
Teaching period:	Spring Semester