



International Business Management & Sustainability (Master)

Master of Business Administration

Module Manual

according to SER from 20.10.2022

Valid from: SoSe23



Content Modules

Master studies

| | |
|---|-------|
| Academic Writing & Empirical Research Methods | ..... |
| Controlling & Finance Management | ..... |
| Integrated Business Process Management | ..... |
| Behavioral Science & Leading Yourself | ..... |
| International Business Project | ..... |
| International Economic Structures & Compliance | ..... |
| International Project Management & Sustainability | ..... |
| Behavioral Science & Leading People | ..... |
| International Value Chain Management | ..... |
| Strategic Management | ..... |
| Sustainable Business Models & Innovations | ..... |
| Digital Transformation & Business Development | ..... |
| Key Account Management | ..... |
| Leading Sustainable Organizations | ..... |
| Master Seminar and Thesis | ..... |

Program Objectives

The part-time master's program International Business Management & Sustainability (IBS) is a business administration program for graduates of business and non-business bachelor's programs with professional experience (degree: Master of Business Administration, MBA). It is designed for (future) managers and provides them with a comprehensive and in-depth portfolio of competencies, whereby the transfer of specialist knowledge in the area of "Sustainability" is taken up in all modules. The overall objective of the program is to train managers for companies in business www.rwu.de markets with a social, economic and, in particular, ecological understanding of sustainability for future organizational and market requirements in an international context. international context. The study program objectives can be summarized as follows:

Leadership competency: Acquiring an overarching and in-depth, sustainable and value-based understanding of leadership, starting from self-leadership, to employee leadership, to leadership of the entire organization.

Personality building: The personality-building objectives occupy an extensive place in the framework of this MBA, as they represent the basis for successful leadership competence, in addition to the competencies listed below.

- Ability to develop one's own personal career as well as leadership style.
- Ability to increase resilience
- Ability to further develop one's own intercultural understanding as well as working in one's own and foreign cultures
- Ability to further develop one's international sphere of influence

Social competence: Deepening of skills required to work in the international business management & sustainability environment that facilitates or enables interaction with others, especially the ability:

- Facilitate diverse stakeholders,
- address diversity and inclusion, and successfully engage affected employees in a sustainable manner,
- build interpersonal communication and interaction multilaterally and sustainably, and
- collaborate successfully and sustainably in agile and multicultural teams.

Technical/methodological competence: Acquisition of in-depth technical and methodological competence for use in, sustainable business management function types and areas.

Problem analysis and solution competence:

- Ability to independently and professionally analyze problems in professional practice and to develop goal-oriented recommendations for action in order to shape organizations in (international) business markets in a sustainable and value-creating manner.
- Ability to transfer learned solution approaches or to apply them to new challenges in everyday professional life.
- Ability to sustainably unite actors, resources and activities as well as structures and processes in organizations in relation to the strategic thrust of the company as well as the associated long-term corporate goals.

International competence and language skills:

- Ability to operate confidently in English in an international business environment, to lead discussions confidently in English, and to lead teams and customer meetings confidently in English.
- Ability to present scientific papers, documentation and presentations professionally in English, both orally and in writing.
- Ability to perform confidently in business management in an international environment according to the cultural context and to behave appropriately in the cultural context.

Connection of the modules

All modules contain business knowledge in varying depths and impart the expertise and impart technical and methodological competence at their core.

The three dimensions of sustainability (economic, ecological and social dimensions) are dimensions) are found in almost all modules and link them together. The leadership competence goals are pursued in different semesters, building on each other. on each other in different semesters. The personality development competence can be found in different modules in all semesters and is modules in all semesters and are linked to each other via the modules. The problem analysis and solution competence is applied in all modules of the study program. application. It represents a core element of the MBA that enables students to, to formulate individual solutions and conceptual recommendations for action independently of of the subject in a sustainable way. International competence and language skills are increased throughout the semesters. In semesters 1 and 2, one module each is held in English, whereas in semesters 3 and 4 all courses are held in English. The master's thesis can be written in English as well as in German.

COURSE CONTENTS

INTERNATIONAL BUSINESS MANAGEMENT & SUSTAINABILITY

| SEM. | MODULE OVERVIEW | | | | ECTS |
|------|--|---|--|--|------|
| 1 | Academic Writing & Empirical Research Methods 5 | Controlling & Finance Management 5 | Integrated Business Process Management 5 | Behavioral Science & Leading Yourself 5 | 20 |
| 2 | International Business Project 5 | International Economic Structures & Compliance 5 | Operations Management & Sustainability 5 | Behavioral Science & Leading People 5 | 20 |
| 3 | International Value Chain Management 5 | Strategic Management 5 | Sustainable Business Models & Innovations 5 | | 15 |
| 4 | Digital Transformation & Business Development 5 | Key Account Management 5 | Leading Sustainable Organizations 5 | | 15 |
| 5 | Master Seminar & Thesis 20 | | | | 20 |

■ Lecture subjects

■ Project

■ Thesis

Academic Writing & Empirical Research Methods

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|----------------------|---|
| Course of study: | International Business Management & Sustainability (Master) |
| Degree: | Master of Business Administration (MBA) |
| Modul number: | 01 |
| Modul title: | Academic Writing & Empirical Research Methods |
| Module responsible: | Prof. Dr. Barbara Niersbach |
| Language of lecture: | english |
| Typ of module: | Mandatory module |

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| Module Content: | <p>The module covers scientific activity in general, as well as empirical research methodologies in specific. In order to achieve long-term qualification success, the module subjects are not only taught and assessed, but also used by students under supervision in order to learn from their own actions and mistakes, as well as those of their peers. Students do independent study on an issue of ecological, economic, and/or social sustainability that necessitates the use of the scientific methods introduced in the module. The topics chosen are those whose research falls within the scope of a master's degree in business administration.</p> <p>Academic Writing: In Academic Writing, the focus in the research project is on the following:</p> <ul style="list-style-type: none"> - Types, methods, and criteria of scientific work - Areas and methods of gaining knowledge - Time management in scientific work - Topic identification - Topic delimitation - Literature research and material selection - Material evaluation - Correct handling of other intellectual property (Avoidance of plagiarism) - Outline preparation - Presentation of results in a written paper - Presentation of results in a lecture <p>In the Academic Writing part, students learn how to use the literature management program Citavi and concrete application possibilities for structured knowledge organization and literature management.</p> <p>Empirical Research Methods: In Empirical Research Methods, a qualitative study is conducted using a practice-relevant research question from business markets. This study is executed using previously gained theoretical knowledge. These include:</p> <ul style="list-style-type: none"> - Introduction to qualitative and quantitative research methods with a focus on qualitative content analysis - Methodological approach: <ul style="list-style-type: none"> • Quality criteria of qualitative research • Define a research question • Triangulation • Research process of qualitative content analysis • Guideline questionnaire • Data collection and transcription rules • Data analysis and categorisation • Validity and reliability • Presentation of results - Recommendations for action based on the findings - Critical reflection <p>In the Empirical Research Methods part, students learn the procedure in computer-assisted qualitative text and data analysis with the help of MAXQDA. The module thus serves intensively as preparation for the requirements set in the course of the studies in case studies and above all the master's thesis.</p> |
| Courses: | 10023 Academic Writing & Empirical Research Methods |
| Teaching and learning forms: | LS Lecture and Seminar |

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| Prerequisites for participation: | University degree |
| Applicability of the module: | International Business Management & Sustainability |
| Prerequisites allocation ECTS: | <p>Portfolio:</p> <p>For the Academic Writing part, 50% total, of which:</p> <ul style="list-style-type: none"> - Presenting a draft outline for the short-term paper 5%. - Short essay 45% <p>For the Empirical Research Methods part, 50% in total, of which:</p> <p>Conducting a qualitative study, documented with PowerPoint as well as a presentation (40%) and individual Q&A Session (10%).</p> <p>These include:</p> <ul style="list-style-type: none"> - Literature analysis - Presentation of the methodological approach - Preparation of a guideline questionnaire - Conducting the interview - Transcription - Categorisation of the data - Presentation of results & recommendation for action - Delimitation & critical appraisal |
| ECTS credits: | 5 |
| Grading: | graded |
| Workload: | Approximately 30h/ECTS |
| Duration of the module: | one semester |
| Frequency of offering: | Winter semester only |

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| Literature: | <p>Academic Writing:</p> <ul style="list-style-type: none"> - Lecture notes - Shaheen, N. (2012), International students at UK universities: Critical thinking-related challenges to academic writing (Doctoral dissertation, University of Huddersfield). - Silvia, P. J. (2007), How to Write a Lot: A Practical Guide to Productive Academic Writing. American Psychological Association - Strobl, C., Ailhaud, E., Benetos, K., Devitt, A., Kruse, O., Proske, A., & Rapp, C. (2019), "Digital support for academic writing: A review of technologies and pedagogies," Computers & education, 131, 33-48. - Swales, J. M., & Feak, C. B. (2004), Academic writing for graduate students: Essential tasks and skills (Vol. 1). Ann Arbor, MI: University of Michigan Press. - Oshima, A., & Hogue, A. (2000), Writing academic english. Pearson longman, London <p>Empirical Research Methods:</p> <ul style="list-style-type: none"> - Lecture notes - Kuckartz, U. (2014), Qualitative Inhaltsanalyse. Methoden, Praxis, Computerunterstützung. Juventa Paperback. Weinheim, Bergstr: Beltz Juventa. - Spiggle, S. (1994), "Analysis and Interpretation of Qualitative Data in Consumer Research," Journal of Consumer Research, 21 (December), 491-503. - Voss, Rödiger (2020), Wissenschaftliches Arbeiten leicht verständlich, UVK Verlag München, 7. Auflage - Woodside, A. G. and E. J. Wilson (2003), "Case study research methods for theory building," Journal of Business & Industrial Marketing, 18 (6/7), 493-508. - Yin, R. K. (2009), Case study research. Design and methods. Applied social research methods series, Vol. 5. Los Angeles, Calif.: Sage Publications. |
| Compulsory attendance: | yes |
| Reason: | Attendance is voluntary except for individual presentations. |

Competence dimensions Academic Writing & Empirical Research Methods

Knowledge and understanding: Broadening of prior knowledge

After this module graduates have developed knowledge of methodology for scientific work, empirical quantitative and qualitative research methods with a focus on qualitative content analysis in theory and application. Students can describe methodological elements of scientific work and qualitative data analysis.

Use, application and generation of knowledge/art: Scientific innovation

Graduates are equipped to develop a research question, select a method for data collection and build up an understanding of data analysis. Students test these basic skills by preparing, conducting and interpreting a guided interview. Students are fully capable to gain an overview of a subject area by means of research. They are qualified to select and utilise the material found which is essential for the topic. They have the organisational skills to prepare correct source references. They can use the selected material to develop their own understanding of the topic and generate useful ideas.

Communication and cooperation

Graduates possess analytical competence and can critically and systematically deal with different empirical research methods with whose problems they are familiar with. They are qualified to adequately present the research method and the results obtained. Furthermore, the students are capable to structure their findings and present them in a lecture, in discussions and in a written paper under time and/or space constraints.

Scientific / artistic self-image and professionalism

Graduates are analytically competent and can deal critically and systematically with different empirical research methods whose problems they are familiar with. Graduates are qualified to develop a subject area, generate a concrete topic, work on it using scientific methods and present their results adequately in writing and orally.

Controlling & Finance Management

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| Course of study: | International Business Management & Sustainability (Master) |
| Degree: | Master of Business Administration (MBA) |
| Modul number: | 02 |
| Modul title: | Controlling & Finance Management |
| Module responsible: | Prof. Dr. rer. pol. Peter Philippi-Beck |
| Language of lecture: | english |
| Typ of module: | Mandatory module |

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| Module Content: | <p>Part 1: Finance Management</p> <ul style="list-style-type: none"> - Basic principles of accounting according to HGB and IFRS - Interrelationships between accounting, controlling and finance - Corporate finance - Financing and risk - Interrelationships between operational decisions and financing <p>Part 2: Controlling</p> <ul style="list-style-type: none"> - Introduction to controlling: <ul style="list-style-type: none"> • Controlling fundamentals • Costs management and cost concepts • Financial accounting vs. management accounting • Manufacturing costs • Product costing and systems • Variable vs. fixed costs - Analysis and management of variances: <ul style="list-style-type: none"> • Variance analysis for direct costs • Variance analysis for flexible overhead budgets • Accounting for cost variances • Fixed overhead volume variance - Transfer pricing: <ul style="list-style-type: none"> • Impact of transfer pricing on organizations • Creating behavioural congruence • Transfer pricing methods - Internal work order - The case of Airbus: <ul style="list-style-type: none"> • Project management basic concepts • Internal trading work process • The role of the project controller - Case-Study: <ul style="list-style-type: none"> • The Case-Study relates to all topics of Part 2 <p>Part 3: Sustainability controlling</p> <ul style="list-style-type: none"> - Controlling and sustainability controlling in the context of sustainable development - Goals of the United Nations - Environmental cost accounting (operational sustainability controlling) - Sustainability Balanced Scorecard (strategical sustainability controlling) - Corporate Responsibility Reporting and Sustainable Value |
| Courses: | 10022 Controlling & Finance Management |
| Teaching and learning forms: | LS \| Lecture and Seminar |
| Prerequisites for participation: | University degree |
| Applicability of the module: | International Business Management & Sustainability |

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| Prerequisites allocation ECTS: | K60: - Finance Management: Written exam (K30) - Controlling: Written exam (K30) |
| ECTS credits: | 5 |
| Grading: | graded |
| Workload: | Approximately 30h/ECTS |
| Duration of the module: | one semester |
| Frequency of offering: | Winter semester only |
| Literature: | <ul style="list-style-type: none"> - Atrill, P., Financial Management for Decision Makers, 9th Edition, Pearson, 2019, ISBN: 978-1-292-31146-3 - Berkau, C., Financial Statements, International Accounting (IFRS), 6th Edition, 2021, ISBN: 978-3-7398-3182-4 - Britzelmeier, Controlling, Pearson 2017 - Coenenberg, A.G., Haller A., Schultze W., Jahresabschluss und Jahresabschlussanalyse: Betriebswirtschaftliche, handelsrechtliche, steuerrechtliche und internationale Grundlagen - HGB, IAS/IFRS, US-GAAP, DRS, 2021 - Ditlev-Simonsen, Caroline (2022): A Guide to Sustainable Corporate Responsibility - From Theory to Action. Palgrave McMillan / Springer Nature, Cham, Switzerland. - Müller S., Saile P., Internationale Rechnungslegung (IFRS), 2018 - Sailer, Ulrich (2020): Nachhaltigkeitscontrolling - Was Controller und Manager über die Steuerung der Nachhaltigkeit wissen sollten. 3. Auflage UVK Verlag München. - Ruhnke K., Simons D., Rechnungslegung nach IFRS und HGB: Lehrbuch zur Theorie und Praxis der Unternehmenspublizität mit Beispielen und Übungen, 2018 - Wellbrock, Wanja; Ludin, Daniela; Krauter, Sina (2020): Nachhaltigkeitscontrolling - Instrumente und Kennzahlen für die strategische und operative Unternehmensführung. Springer Fachmedien Wiesbaden. - Wöhe, Günter et al. Einführung in die Allgemeine Betriebswirtschaftslehre, 27. Auflage 2020 - Wouters, Selto, Hilton, Maher, Cost Management, Mc Graw Hill, 2012 - Zantow, Rofer et al., Finanzwirtschaft der Unternehmung, 4. Auflage 2016 |
| Compulsory attendance: | no |

Competence dimensions Controlling & Finance Management

Knowledge and understanding: Broadening of prior knowledge

Graduates can reproduce the essential information on controlling, including sustainability controlling, and finance. They can combine their knowledge from the areas of finance and (sustainability) controlling with the knowledge of corporate governance.

Use, application and generation of knowledge/art: Use and transfer

Graduates can make qualitative and quantitative judgements for entrepreneurial decisions based on analyses of given financial facts. This involves scrutinising information, comparing and evaluating alternatives. It is necessary to determine this information independently and in a structured manner.

Communication and cooperation

Graduates are capable to structure, organise and apply their knowledge in discussions in heterogeneous teams. The goal is to develop a coordinated decision.

Scientific / artistic self-image and professionalism

Graduates are equipped to integrate knowledge from related areas of business administration. This enables them to evaluate or resolve possible conflicts of objectives in decisions and to make successoriented decisions.

Integrated Business Process Management

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| Course of study: | International Business Management & Sustainability (Master) |
| Degree: | Master of Business Administration (MBA) |
| Modul number: | 03 |
| Modul title: | Integrated Business Process Management |
| Module responsible: | Prof. Dr. rer. pol. Nils Hagen |
| Language of lecture: | english |
| Typ of module: | Mandatory module |
| Module Content: | <p>Elementary understanding of business process management:</p> <ul style="list-style-type: none"> - Integrated business process management as a strategic field within the context of entrepreneurial action - Definitional basics as a management system and reflection in the context of sustainable corporate development and other management systems (QM, UM, etc.) - Process visualisation forms including ARIS (EPK, FZD, eEPK, WKD, etc.) and BPMN - Vertical and horizontal process structuring as a means of organisational design - Methods for process identification and validation of the results. Use of reference process models for the development and design of process-based organisational structures - Process controlling and process-based potential derivation - Value creation and quality management as well as lean management |
| Courses: | 10021 Integrated Business Process Management |
| Teaching and learning forms: | LP \| Lecture and Practice |
| Prerequisites for participation: | University degree |
| Applicability of the module: | International Business Management & Sustainability |
| Prerequisites allocation ECTS: | Portfolio: Three case study presentations (equally weighted) |
| ECTS credits: | 5 |
| Grading: | graded |
| Workload: | Approximately 30h/ECTS |
| Duration of the module: | one semester |
| Frequency of offering: | Winter semester only |

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| Literature: | <ul style="list-style-type: none"> - Becker, Jörg; Günther, O.; Karl, W.; Lienhart, R.; Mathas, Christoph; Winkelmann, Axel; Zeppenfeld, K. (Hg.)(2009): Geschäftsprozessmanagement. Informatik im Fokus: SpringerLink: Bücher. Berlin, Heidelberg: Springer Berlin Heidelberg. - Becker, Torsten (Hg.)(2018): Prozesse in Produktion und Supply Chain optimieren. SpringerLink: Bücher. 3. Aufl. 2018. Berlin, Heidelberg: Springer Vieweg. - Becker, Jörg ; Kugeler, Martin; Rosemann, Michael (Hg.)(2012): Prozessmanagement : Ein Leitfaden zur prozessorientierten Organisationsgestaltung. SpringerLink. Bücher. 7., 7. korr. und erw. Aufl. 2013 Aufl. 2012. Berlin, Heidelberg: Springer Gabler. - Freund, Jakob; Rücker, Bernd (Hg.)(2012): Praxishandbuch BPMN 2.0. Hanser eLibrary. 3., aktualisierte Auflage. München [u.a.]: Hanser. - Gadatsch, Andreas (2020): Grundkurs GeschäftsprozessManagement: Analyse, Modellierung, Optimierung und Controlling von Prozessen. Springer eBook Collection. 9., aktualisierte und erweiterte Auflage. Wiesbaden: Springer Vieweg. - Koch, Susanne (Hg.)(2015): Einführung in das Management von Geschäftsprozessen: Six Sigma, Kaizen und TQM. SpringerLink. 2. Aufl. 2015. Berlin, Heidelberg: Springer Vieweg (Bücher). - Scheer, August-Wilhelm eds. (2003): Business process change management : ARIS in practice. Berlin, Heidelberg [u.a.]: Springer. - van der Aalst, Wil (2000): Business process management : models, techniques, and empirical studies. Heidelberg: Springer. - Weske, Mathias (2007): Business process management : concepts, languages, architectures. Berlin, Heidelberg [u.a.]: Springer. - Wirtz, Bernd W., (2020): Business model management : design - process - instruments. Second edition. Cham, Switzerland: Springer |
| Compulsory attendance: | yes |
| Reason: | Compulsory (due to the group exercise parts in the case study). |

Competence dimensions Integrated Business Process Management

Knowledge and understanding: Broadening of prior knowledge

Graduates can model processes, describe them textually and draw them with the software tool ARIS Express. Graduates are capable to name the essential features of process management and describe the procedure for process analysis. They are equipped to identify potential for process improvement from a management perspective. They can describe and design the contribution of integrated process management to sustainable corporate development

Use, application and generation of knowledge/art: Use and transfer

Graduates can reflect the significance of business process management, record and visualise processes independently and identify starting points for optimising them. They recognise challenges, identify problems in international supply chains and can discuss starting points for a digitalisation of processes.

Communication and cooperation

Graduates can understand and discuss processes without being process owners, detect weaknesses and offer mutual assistance.

Scientific / artistic self-image and professionalism

Graduates are also able to evaluate processes based on their business significance and their impact on digitalisation for the company. They can design processes independently without losing focus on the essentiality of process management.

Behavioral Science & Leading Yourself

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| Course of study: | International Business Management & Sustainability (Master) |
| Degree: | Master of Business Administration (MBA) |
| Modul number: | 04 |
| Modul title: | Behavioral Science & Leading Yourself |
| Module responsible: | Prof. Dr. rer. pol. Eberhard Hohl |
| Language of lecture: | english |
| Typ of module: | Mandatory module |
| Module Content: | <p>Behavioural Science:</p> <ul style="list-style-type: none"> - The module deals with psychological theories and concepts of work motivation and job satisfaction (e.g., self-determination theory, the Zurich model of job satisfaction) as well as psychological health (dimensions and development of burnout, job-demands-resources model). (A) The contents discussed will be directly applied to case studies from business practice expand to better address the issues of digitization and sustainability. (B) In addition, it will be discussed to what extent the theories and concepts discussed can contribute to sustainable business success in the three dimensions of social, ecological, and economic. <p>Leading Yourself:</p> <ul style="list-style-type: none"> - Role as a "leader in globally operating and agile companies" - Personal assessment, personality preferences, career anchors, values, and behaviour - Value-oriented leadership - Successful self-leadership (elements, concepts) - Resilience and dealing with stress - Leadership workshop: "Clarification help" / coaching (in a team) on concrete situations from everyday working life - Insights, learning transfer and action planning <p>Know Yourself and Lead Yourself:</p> <ul style="list-style-type: none"> - Unconscious bias and diversity - Confirmation bias - Halo effect bias - Horn effect bias - Expectation bias - Affect bias - Similarity attraction bias - Overconfidence bias - Affinity bias - Beauty bias - Conformity bias - Intuition bias - Contrast bias - Implicit bias - Strategies to minimize Bias in Recruiting - Strategies to reduce your own bias <p>The module includes the compulsory participation in the two guest lectures of the Innovation Lounge.</p> |

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| Courses: | 10027 Behavioral Science & Leading Yourself |
| Teaching and learning forms: | LS Lecture and Seminar |
| Prerequisites for participation: | University degree |
| Applicability of the module: | International Business Management & Sustainability |
| Prerequisites allocation ECTS: | Portfolio: - Behavioural Science: Term paper (50%) - Leading Yourself: Presentation with handout (50%) The topic of diversity is included in either one of the above parts of the portfolio exams. |
| ECTS credits: | 5 |
| Grading: | graded |
| Workload: | Approximately 30h/ECTS |
| Duration of the module: | one semester |
| Frequency of offering: | Winter semester only |

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| Literature: | <p>Behavioural Science:</p> <ul style="list-style-type: none"> - Anderson, N. (2008). Handbook of Industrial, Work and Organizational Psychology. London: Sage. - Brandstätter, V., Schüler, J., Puca, R.M. & Lozo, L. (2018). Motivation und Emotion. 2. Auflage. Berlin: Springer. Kauffeld, S. (2019). Arbeits-, Organisations- und Personalpsychologie für Bachelor. Berlin: Springer. - Gagné, M. (2014). The Oxford handbook of work engagement, motivation, and self-determination theory. Oxford: Oxford University Press. - Laloux, F. (2014). Reinventing Organizations: A Guide to Creating Organizations Inspired by the Next Stage in Human Consciousness. Nelson Parker. - Nerdinger, F.W. et al. (2019). Arbeits- und Organisationspsychologie (4. Auflage). Berlin: Springer. - Rose, N. (2019). Arbeit besser machen: Positive Psychologie für Personalarbeit und Führung. Freiburg: Haufe. - Thaler, R.H. (2018). Misbehaving – The Making of Behavioral Economics. New York: W. W. Norton & Company. <p>- In addition, articles from relevant scientific journals are discussed (e.g. Personnel Psychology, Journal of Organizational Behavior, International Journal of Selection and Assessment, The Leadership Quarterly, Journal of Occupational and Organizational Psychology, European Journal of Work and Organizational Psychology). In the selection of articles, explicit attention is paid to current research results with references to the three dimensions of sustainability (social, ecological, and economic).</p> <p>Leading Yourself:</p> <ul style="list-style-type: none"> - Berndt, C.: Resilienz: Das Geheimnis der psychischen Widerstandskraft, Was uns stark macht gegen Stress, Depressionen und Burn-out, München 2015 (dtv Verlagsgesellschaft Verlag)- Comfort and Franklin (2014). The Mindful International Manager: How to Work Effectively Across Cultures. London: Kogan Page - Covey (2020). The 7 Habits of Highly Effective People. New York: Simon & Schuster - Fischer-Epe, M. et al.: Coaching zu Führungsthemen: Modelle und Anregungen für die Praxis, Hamburg 2017 (Rowohlt Taschenbuch Verlag) - Furtner, M. et al.: Self-Leadership und Führung: Theorien, Modelle und praktische Umsetzung, Wiesbaden 2016 (Springer Gabler Verlag) - Gilan, D. et al.: Resilienz - die Kunst der Widerstandskraft: Was die Wissenschaft dazu sagt, Freiburg im Breisgau 2021 (Verlag Herder) - Grün, A. et al.: Im Wandel wachsen: Wie wir freier, authentischer, gelassener und hoffnungsvoller werden können, Freiburg im Breisgau 2022 (Verlag Herder) - Hanson, R. (2018) Resilient – Find Your Inner Strength, Penguin Pandom House, UK - Neck et al. (2019). Self-Leadership: The Definitive Guide to Personal Excellence. New York: SAGE Publishing - Pink (2009). Drive: The Surprising Truth About What Motivates Us. New York: Riverhead Books - Zenger and Folkman (2019). The New Extraordinary Leader, Turning Good Managers into Great Leaders, 3rd Edition. New York: McGraw Hill |
| Compulsory attendance: | no |

Competence dimensions Behavioral Science & Leading Yourself

Knowledge and understanding: Broadening of prior knowledge

Graduates will be able to describe the methods and concepts of value-oriented leadership as well as successful self-leadership and can name the adequate options for action. They know and understand the psychological principles of work motivation and satisfaction.

Use, application and generation of knowledge/art: Use and transfer

Graduates will be able to apply the knowledge they have gained about strategies, concepts and tools for successful self-leadership, stress management and resilience building. They learn how they should confidently position themselves within a modern, agile and sustainable organisation in order to be sustainably successful for themselves and the organisation.

Communication and cooperation

Graduates are capable to describe projects from their everyday professional and management life, present them in a team and receive feedback. Furthermore, they are equipped to use communication tools professionally in their role as team coaches.

Scientific / artistic self-image and professionalism

Graduates are empowered to integrate knowledge from the sub-areas of self-leadership and personal development, establish criteria for the assessment of options for action, rate, evaluate and select alternatives. They gain a self-understanding of psychological fundamentals in behavioural science and can thus effectively guide and ideally influence their personal development.

International Business Project

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|----------------------------------|---|
| Course of study: | International Business Management & Sustainability (Master) |
| Degree: | Master of Business Administration (MBA) |
| Modul number: | 05 |
| Modul title: | International Business Project |
| Module responsible: | Prof. Dr. rer. pol. Barbara Niersbach |
| Language of lecture: | english |
| Typ of module: | Compulsory elective module |
| Module Content: | <p>The International Business Project plays an outstanding role for the transfer of practice into one's own field of activity. It links academia to practice and vice versa. Within this module students will develop practical business skills and put their knowledge into practice. This takes place in an international setting, where cultural characteristics are worked out in the project. The module consists of an international study week, which foresees a preparatory and follow-up event. The students gain an insight into the actions of globally operating companies as well as into the culture of the respective country.</p> <p>Main content:</p> <ul style="list-style-type: none"> - Preparation of the international study week and the theoretical framework for a project group work (RWU location). - Visit the partner university in the respective country - Lecture at the partner university in the respective country where the project assignment is handed over to the students - Visit companies in the respective country, meet business professionals and gain valuable insights into a global, multicultural context (theory-practice transfer) - Understanding cultural components and learn intercultural competences of the host country - Insight into the topic of sustainability in the visited country - Presentation of the first results (base structure) of the project task (location: Country of partner university) - Debriefing of the international study week, final presentation of results as well as personal exchange of experiences and "lessons learned" (RWU location) <p>For students who cannot take part in the trip abroad there is an alternative option for a coursework with an international and/or intercultural background. This exception needs to be discussed with the person responsible for the module.</p> |
| Courses: | Pre- and debriefing at RWU as well as participation in the events in the target country. The country is determined by the person responsible for the module. |
| Teaching and learning forms: | PL \| Project-based Learning format within an intercultural context. |
| Prerequisites for participation: | University degree |
| Applicability of the module: | International Business Management & Sustainability, Intercultural competence |
| Prerequisites allocation ECTS: | Documentation or Case study presentation |
| ECTS credits: | 5 |

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| Grading: | graded |
| Workload: | Approximately 30h/ECTS 4 SWS compulsory |
| Duration of the module: | one semester |
| Frequency of offering: | Summer semester only |
| Literature: | Meyer, E. (2016), The Culture Map, Decoding how people think, lead and get things done across cultures, PublicAffairs |
| Compulsory attendance: | no |

Competence dimensions International Business Project

Knowledge and understanding: Knowledge Comprehension

Students have an integrated knowledge of practice-oriented project group work with reference to theoretical framework knowledge. Students acquaint methods of project group work. They gain a deeper understanding of intercultural competences regarding cultural differences and codes of conduct. Students are familiar with business codes of the target country. They obtain insights into the topic of sustainability in the respective country. In addition, the students learn about the challenges in international markets (of the visited country). They can define the project work in an international context, elaborate and explain it. The students create a transfer of theoretical knowledge into an international project work. They can describe the basics about the structure and process of projects and create work breakdown structures and the project plans derived from them.

Use, application and generation of knowledge/art: Scientific innovation

Students collect, assess and interpret the information from the international study week. Thus, they get a comprehensive foundation with a mixture of lecture-company-culture, based on which they can develop their own ideas for solving the challenges of everyday international business. The theoretical frameworks on which the project work of the international study week roots, is based on extensive academic literature.

Communication and cooperation

Students learn about challenges they may face in international business relationships. In addition, they have to solve possible conflicts in cooperation with others and structure themselves across situations, always adapt to the international specifics. They ensure through constructive, conceptual action the implementation of solution processes appropriate to the situation.

Scientific / artistic self-image and professionalism

The expert knowledge acquired during the international study week enables a development in many ways: on an individual level, on a cultural level and on a corporate level, which the students reflect on while executing their professional role. Furthermore, students learn about conditions and peculiarities of the leadership culture in the target country and gain insights into how and whether sustainable leadership is practiced in the respective culture.

International Economic Structures & Compliance

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| Course of study: | International Business Management & Sustainability (Master) |
| Degree: | Master of Business Administration (MBA) |
| Modul number: | 06 |
| Modul title: | International Economic Structures & Compliance |
| Module responsible: | Prof. Dr. rer. pol. Peter Philippi-Beck |
| Language of lecture: | english |
| Typ of module: | Mandatory module |
| Module Content: | <p>International Economic Structures:</p> <ul style="list-style-type: none"> - Structures of international trade and economic models for understanding internationalisation - Trade policy measures and their effects - Monetary systems - Systematisation of the problem areas of international management - Analysis of internationalisation risks and their classification within political systems - Dealing with risks in international business - Examining the attractiveness of countries as procurement and sales markets - Strategies for internationalisation <p>Compliance:</p> <ul style="list-style-type: none"> - Meaning and purpose of compliance - Compliance risks for companies and employees - Relevant criminal offences and fines - Structure and content of a compliance management system - Creation of necessary internal structures - Selection and organisation of suitable external consultants |
| Courses: | 10024 International Economic Structures & Compliance |
| Teaching and learning forms: | LS \| Lecture and Seminar |
| Prerequisites for participation: | University degree |
| Applicability of the module: | International Business Management & Sustainability |
| Prerequisites allocation ECTS: | <p>Portfolio:</p> <ul style="list-style-type: none"> - International Economic Structures: paper (homework) and coursework presentation (70%) - Compliance: Presentation or paper (homework) (30%) |
| ECTS credits: | 5 |
| Grading: | graded |
| Workload: | Approximately 30h/ECTS |
| Duration of the module: | one semester |

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| Frequency of offering: | Summer semester only |
| Literature: | <ul style="list-style-type: none">- Cavusgil et al, International Business, Pearson 2017- Krugman et al, Internationale Wirtschaft. Pearson 2015- Welge / Holtbrügge, Internationales Management, Schaeffer Poeschel 2015 |
| Compulsory attendance: | no |

Competence dimensions International Economic Structures & Compliance

Knowledge and understanding: Knowledge Comprehension

Graduates can present and describe the basic structures of international economics. They can connect their acquired knowledge about management of a company with the challenges of internationalisation. Furthermore, they are equipped to classify compliance issues as national and international problems.

Use, application and generation of knowledge/art: Use and transfer

Graduates are enabled to make qualitative and quantitative judgements for entrepreneurial decisions based on analyses of given market situations. They are qualified to assess the consequences regarding compliance rules. This involves questioning information critically, comparing and evaluating alternatives. This information is obtained independently and in a structured manner.

Communication and cooperation

Graduates are qualified to present the results and defend the concepts they have developed.

Scientific / artistic self-image and professionalism

Graduates are equipped to integrate knowledge from related fields of economics and business administration, to deal with the complexity of internationalisation and the regulations in law and statute. This enables them to evaluate or resolve possible conflicts of objectives in decision-making and to decide successfully.

International Project Management & Sustainability

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| Course of study: | International Business Management & Sustainability (Master) |
| Degree: | Master of Business Administration (MBA) |
| Modul number: | 07 |
| Modul title: | International Project Management & Sustainability |
| Module responsible: | Dr. Opas Piansoongnern |
| Language of lecture: | english |
| Typ of module: | Mandatory module |
| Module Content: | <p>This course is structured along the phases of typical “classical” project management: Initiation -> Planning -> Execution -> Completion</p> <p>Methods and tools as well as the specifics of “international” projects are discussed, where different cultural background and often major distances or time zone differences between team members and/or stakeholders often provide additional complexity. Part of the learning experience in each phase are small case studies. The students work on those cases in small teams and discuss the results with the group. Agile project management methods like SCRUM, which originally were developed for IT projects, become popular for non-IT projects, too. The differences to “classic” project management methods as well as commonalities are explained and discussed.</p> <p>The module also aims to focus on the key components of an innovative entrepreneurial leader in sustainable organizations who must manage a project in a physical and virtual, diverse and complex context. The content includes the art and science of building a team of talent, the key elements of effective communication, a framework for bridging social distance, benefits of conflict, and a social contract for a team that fosters innovation.</p> <p>This includes:</p> <ul style="list-style-type: none"> - Key components of an innovative entrepreneurial leader - Leadership skills for international projects - The key elements of effective communication - The art and science of building a team of talent - Frameworks for bridging the social distance - The benefits of conflict and a social contract to foster team innovation <p>Thus, the module links the knowledge of classical project management with the concepts of sustainable team building concepts in modern organizations.</p> |
| Courses: | International Project Management |
| Teaching and learning forms: | LS \| Lecture and Seminar |
| Prerequisites for participation: | University degree |
| Applicability of the module: | International Business Management & Sustainability |
| Prerequisites allocation ECTS: | Portfolio: Case study presentation (70%) and oral exam (30%) |
| ECTS credits: | 5 |
| Grading: | graded |

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| Workload: | Approximately 30h/ECTS |
| Duration of the module: | one semester |
| Frequency of offering: | Summer semester only |
| Literature: | <ul style="list-style-type: none"> - Caporarello, L, and Magni, M. (2022). Team Management: Creating and Managing Flexible and Resilient Teams. Milan: Bocconi University Press. - Clifton, A. (2019). Team Management: Harness the Power of the Collective. New Delhi: Rupa Publications. - Dyer, J., Furr, N., and Lefrandt, C. (2019). Innovation Capital: How to Compete--and Win--Like the World's Most Innovative Leaders, Boston: Harvard Business Review Press. - Koester, Kathrin (2010): International Project Management; London: SAGE Publications Ltd.; - Kuster, Jürg et.al (2019): Handbuch Projektmanagement; 4. Auflage; Berlin: Springer Gabler - Jakoby, Walter (2019): Projekt Management für Ingenieure; 4. Auflage; Wiesbaden: Springer Vieweg - Zwikael, Ofer et.al (2019): Project Management; Cham, CH: Springer Nature Switzerland AG |
| Compulsory attendance: | no |

Competence dimensions International Project Management & Sustainability

Knowledge and understanding: Deepening of individual components of knowledge

The graduates can distinguish project tasks from routine tasks and develop project proposals ready for decision. A "classic" project can be structured; time, resources and costs can be planned. The different organizational models are chosen depending on the cultural circumstances of the project environment. Roles and responsibilities of the different project participants are understood. The graduates understand the influence of cultural differences on project management and can set meaningful milestones during the processing of the international project, measure the project progress with the help of a reporting system and react appropriately in the event of deviations.

The phase model of "classic" project management and the differences to "agile" project management methods are understood. Also, the challenges in leading sustainable and virtual project teams is discussed in depth, so that students gain a substantial understanding of this conceptual approach.

Use, application and generation of knowledge/art: Use and transfer

Transfer of the learning content to concrete project situations. Understanding of processes and interrelations in an international context.

Communication and cooperation

Scientific / artistic self-image and professionalism

The graduates learn to deal with the challenges of cultural differences, large distances and time differences on leadership, motivation, communication, and cooperation and to understand which core competencies a future manager of international projects should develop.

Behavioral Science & Leading People

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| Course of study: | International Business Management & Sustainability (Master) |
| Degree: | Master of Business Administration (MBA) |
| Modul number: | 08 |
| Modul title: | Behavioral Science & Leading People |
| Module responsible: | Prof. Dr. phil. Götz Walter |
| Language of lecture: | english |
| Typ of module: | Mandatory module |
| Module Content: | <p>Behavioural Science: The module deals with empirically based, partly psychological theories and concepts of teamwork (e.g., IMO models) and leadership.</p> <p>(A) The content covered will be directly applied to case studies from current business practice, which also includes the topic of digitalisation</p> <p>(B) In addition, it will be discussed to what extent the theories and concepts dealt with contribute to sustainable business success in the three dimensions of social, ecology and economy.</p> <p>Leading People:</p> <ul style="list-style-type: none"> - Leadership: contribution to success, understanding of leadership and legitimacy - Leadership map (strategy, structure, corporate culture) - Leadership roles and competencies - Role and competence model of leadership - Communication and conflict management - Team management with focus on international teams/ team development - Leadership theories and models (incl. "new leadership") - Leadership tools in practice - Leader as personnel developer, coach & mentor - Talent management and management development <p>Inclusive Leadership</p> <ul style="list-style-type: none"> - Leadership – Capabilities – Talent – Diversity - Facilitator – Networker – Coach – Trainer - Cast your shadow as a leader |
| Courses: | 10026 Behavioral Science & Leading People |
| Teaching and learning forms: | LS \| Lecture and Seminar |
| Prerequisites for participation: | University degree |
| Applicability of the module: | International Business Management & Sustainability |
| Prerequisites allocation ECTS: | <p>Portfolio:</p> <ul style="list-style-type: none"> - Behavioural Science: Oral presentation, 50% weightage - Leading People: Leadership homework, 50% weightage |
| ECTS credits: | 5 |

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| Grading: | graded |
| Workload: | Approximately 30h/ECTS |
| Duration of the module: | one semester |
| Frequency of offering: | Summer semester only |
| Literature: | <p>Behavioural Science:</p> <ul style="list-style-type: none"> - Anderson, N. (2008). Handbook of Industrial, Work and Organizational Psychology. London: Sage. - Brandstätter, V., Schüler, J., Puca, R.M. & Lozo, L. (2018). Motivation und Emotion. 2. Auflage. Berlin: Springer. - Gagné, M. (2014). The Oxford handbook of work engagement, motivation, and self-determination theory. Oxford: Oxford University Press. - Laloux, F. (2014). Reinventing Organizations: A Guide to Creating Organizations Inspired by the Next Stage in Human Consciousness. Nelson Parker. - Kauffeld, S. (2019). Arbeits-, Organisations- und Personalpsychologie für Bachelor. Berlin: Springer. - Nerdinger, F.W. et al. (2019). Arbeits- und Organisationspsychologie (4. Auflage). Berlin: Springer. - Rose, N. (2019). Arbeit besser machen: Positive Psychologie für Personalarbeit und Führung. Freiburg: Haufe. - Thaler, R.H. (2018). Misbehaving – The Making of Behavioral Economics. New York: W. W. Norton & Company. <p>In addition, articles from relevant scientific journals are discussed (e.g., Personnel Psychology, Journal of Organizational Behaviour, International Journal of Selection and Assessment, The Leadership Quarterly, Journal of Occupational and Organizational Psychology, European Journal of Work and Organizational Psychology). In the selection of articles, explicit care is taken to include current research findings with references to the three dimensions of sustainability (social, ecological, and economic).</p> <p>Leading people:</p> <ul style="list-style-type: none"> - Blanchard (2010). Leading at a Higher Level: Blanchard on How to be a High Performing Leader. New Jersey: FT Prentice Hall - Emerson, B.; Loehr, A. (2008) A Manager's Guide To Coaching – Simple and Effective Ways to Get the Best out of your Employees, AMACOM, USA - Glasl, F.: Konfliktmanagement, Bern 2020 (Haupt Verlag) - Hodges (2021). Managing and Leading People Through Organizational Change: The Theory and Practice of Sustaining Change Through People. London: Kogan Page - Keller (2013). The One Thing: The Surprisingly Simple Truth Behind Extraordinary Results. London: John Murray - Kotter (2012). Leading Change. Boston, Massachusetts: Harvard Business Review - Malik, F.: Führen, Leisten, Leben, Frankfurt/Main 2013 (Campus Verlag) - Schweickhardt, A.: Teamkultur entwickeln: Das Tool- und Mindset für Führungskräfte, damit Teamarbeit Spaß macht und produktiv ist, Bonn 2018 (managerSeminare Verlag) - Tichy and Cardwell (2019). The Leadership Engine. New York: HarperCollins - Weisbach, Chrisitan-Rainer (2015) Leadership in Professional Conversation. Beck-Wirtschaftsberater im dtv - Yukl, G.: Leadership in Organizations, New York 2013 (Pearson) |
| Compulsory attendance: | no |

Competence dimensions Behavioral Science & Leading People

Knowledge and understanding: Deepening of individual components of knowledge

Graduates can describe important concepts of communication and team management and illustrate their importance for sustainable corporate success. They understand the psychological basics necessary for this. Graduates can describe the concepts and methods of personnel management and name the courses of action.

Use, application and generation of knowledge/art: Use and transfer

Graduates can identify strengths and weaknesses of theories and concepts of teamwork and team leadership in terms of practical application. This facilitates the implementation of what has been learned in leadership practice. Graduates are equipped to apply the knowledge they have gained about strategies, concepts and tools for leadership, communication, and teamwork according to the situation.

Communication and cooperation

Graduates are competent to discuss the advantages and disadvantages of the theories and concepts regarding sustainable business success in a professional manner with different actors in the business context. Furthermore, they can incorporate them into their work practice with heterogeneous teams. Graduates are capable to recognise the motives of their interlocutors and to use them effectively in their actions (also in conflict situations). They can explain their point of view, represent themselves confidently in team/project meetings and in problem-solving and decision-making situations.

Scientific / artistic self-image and professionalism

Graduates can combine what they have learned with their other knowledge. In this module, the focus is on the transfer of basic psychological knowledge to economic issues. Consequently, graduates are supported in developing an understanding of leadership that is appropriate to current social, economic and ecological challenges in the economic context. Graduates are capable to apply knowledge from various sub-disciplines of personnel management and relevant neighbouring disciplines. Also, they can establish criteria for the assessment of options for action, consider, evaluate, and select alternatives.

International Value Chain Management

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| Course of study: | International Business Management & Sustainability (Master) |
| Degree: | Master of Business Administration (MBA) |
| Modul number: | 09 |
| Modul title: | International Value Chain Management |
| Module responsible: | Prof. Dr. rer. pol. Nils Hagen |
| Language of lecture: | english |
| Typ of module: | Mandatory module |
| Module Content: | <p>Cross-company optimisation of international value creation processes as well as development of process competence in the field of value chain and supply chain management using simulation. Supplier relationship management in a global context, in particular</p> <ul style="list-style-type: none"> - Classification and positioning of purchasing and procurement in a global corporate environment - Characterisation and evaluation of different strategies in purchasing and procurement - Instruments of strategic purchasing, in particular supplier management and supplier evaluation - Organisation of purchasing and procurement logistics within the corporate structure <p>Distribution systems and networks</p> <ul style="list-style-type: none"> - Requirements for internationally operating distribution systems - Design of goods flow networks <p>Carrying out the simulation of an international value chain includes</p> <ul style="list-style-type: none"> - Analysis and optimisation of value chain structures - Systematic integration of customers and suppliers - Benchmarking of logistics systems and processes - Impact of logistics measures on the success of the company e.g., business value contribution, balance sheet values, cash flow |
| Courses: | 10032 International Value Chain Management |
| Teaching and learning forms: | LP \| Lecture and Practice |
| Prerequisites for participation: | University degree |
| Applicability of the module: | International Business Management & Sustainability |
| Prerequisites allocation ECTS: | <p>Portfolio:</p> <ul style="list-style-type: none"> - Interim and final presentation (25% each) - Up to 4 short presentations during the simulation |
| ECTS credits: | 5 |
| Grading: | graded |
| Workload: | Approximately 30h/ECTS 4 SWS compulsory |

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| Duration of the module: | one semester |
| Frequency of offering: | Winter semester only |
| Literature: | <ul style="list-style-type: none"> - Arndt, H. (Hg.) (2008): Supply Chain Management: Optimierung logistischer Prozesse. SpringerLink. 4., aktualisierte und überarbeitete Auflage. Wiesbaden: Gabler (Bücher). - Becker, T. (Hg.) (2018): Prozesse in Produktion und Supply Chain optimieren. SpringerLink: Bücher. 3. Aufl. 2018. Berlin, Heidelberg: Springer Vieweg. - Fornasiero, R., Sardesai, S., Barros, A.C., Matopoulos, A. eds. (2021): Next generation supply chains : a roadmap for research and innovation. Cham, Switzerland: Springer (Springer eBook Collection). - Martin, C. (2005): Logistics and supply chain management : creating valueadding networks. Harlow [u.a.]: Financial Times/Prentice Hall. - Simchi-Levi, D.; Kaminsky, P.; Simchi-Levi, E. (2004): Managing the Supply Chain: The Definitive Guide for the Business Professional. New York: McGraw Hill - Stadtler, H.; Kilger, C. eds. (2008): Supply chain management and advanced planning : concepts, models, software, and case studies. 4. ed. Berlin, Heidelberg: Springer - Werner, H. (Hg.) (2017): Supply Chain Management: Grundlagen, Strategien, Instrumente und Controlling. SpringerLink. 6. Aufl. 2017. Wiesbaden: Springer Gabler (Bücher). |
| Compulsory attendance: | yes |
| Reason: | Compulsory due to the group exercise components in the simulation. |

Competence dimensions International Value Chain Management

Knowledge and understanding: Deepening of individual components of knowledge

Students are capable to present the content, systemic aspects and structures of value chain management (VCM) in a coherent manner and identify references to sustainable corporate management. They can independently evaluate and assess content systemically in the context of SCM. Students acquire an understanding of the cross-company optimisation of value creation processes as well as the development of process competence about supply chain and operations management.

Use, application and generation of knowledge/art: Use and transfer

Students are capable to coherently evaluate systemic aspects and structures in value chain management supported by suitable methodological approaches. They can analyse, evaluate and optimise practical issues in a structured manner.

Communication and cooperation

Graduates are equipped to communicate and cooperate with representatives from inside and outside the subject in order to solve a task in a responsible manner.

Scientific / artistic self-image and professionalism

Graduates are competent to integrate knowledge from related areas of value creation management and relationship management and apply it in real-life situations.

Strategic Management

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| Course of study: | International Business Management & Sustainability (Master) |
| Degree: | Master of Business Administration (MBA) |
| Modul number: | 10 |
| Modul title: | Strategic Management |
| Module responsible: | Prof. Dr. rer. pol. Heike Willax |
| Language of lecture: | english |
| Typ of module: | Mandatory module |
| Module Content: | <p>Gain a deep understanding of strategic management:</p> <ul style="list-style-type: none"> - Elements of strategic management - Strategy process: Analysis and forecasting <ul style="list-style-type: none"> • Segmentation • External analysis (environmental analysis) • Internal analysis (company analysis) - Strategy process: evaluation and selection <ul style="list-style-type: none"> • Methods for strategy definition • Empirical findings on strategic regularities • Portfolio analysis • Examples of strategy types / standard strategies - Strategy process: Implementation and controlling - Modern concepts of strategic management as case study (e.g., Blue Ocean strategies) - Sustainability and strategic management |
| Courses: | 10029 Strategic Management |
| Teaching and learning forms: | LS \| Lecture and Seminar |
| Prerequisites for participation: | University degree |
| Applicability of the module: | Modul Business Models & Innovations, Leading Sustainable Organizations, Digital Transformation & Business Development |
| Prerequisites allocation ECTS: | (Group) Presentation: <ul style="list-style-type: none"> - Presentation 75% - Discussion 25% |
| ECTS credits: | 5 |
| Grading: | graded |
| Workload: | Approximately 30h/ECTS |
| Duration of the module: | one semester |
| Frequency of offering: | Winter semester only |

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| Literature: | <ul style="list-style-type: none">- Aaker, David A.: Strategic Market Management, latest edition, John Wiley & Sons Inc., ISBN: 978-1118582862- Grant, Robert M.: Contemporary Strategy Analysis, latest edition, John Wiley & Sons Ltd., ISBN: 978-1119120834- Oetinger, Balko von: Das Boston Consulting Group Strategie-Buch, latest edition, Econ, ISBN: 978-3430114899- Porter, Michael E.: Wettbewerbsstrategie, latest edition, Campus Verlag, ISBN: 978-3593398440- Script of Prof. Dr. Heike Willax (WS 2022/23) |
| Compulsory attendance: | no |

Competence dimensions Strategic Management

Knowledge and understanding: Deepening of individual components of knowledge

Graduates know the elements of the strategy process and can apply the strategic concepts to casespecific issues.

Use, application and generation of knowledge/art: Scientific innovation

Graduates can analyse strategic issues based on qualitative and quantitative information supported by a toolbox of strategic concepts. The aim is to identify and interpret the essential information. They are equipped to assess independently strategic problems from different perspectives. In doing so, they focus on the essential / decision-relevant facts. The aim is to systematically derive a strategic decision through logical conclusions from the fragmented results of the analysis phase.

Communication and cooperation

Graduates are competent to structure and apply their knowledge whilst working in heterogeneous teams. The objective is to communicate, present and defend the results of their analysis convincingly in discussions. In addition to the lecture, graduates directly apply new concepts or definitions on little exercises. These exercises are done alone or in small groups.

Scientific / artistic self-image and professionalism

Graduates justify professional action with theoretical and methodological knowledge and reflect on it considering alternative concepts.

Sustainable Business Models & Innovations

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| Course of study: | International Business Management & Sustainability (Master) |
| Degree: | Master of Business Administration (MBA) |
| Modul number: | 11 |
| Modul title: | Sustainable Business Models & Innovations |
| Module responsible: | Prof. Dr. rer. nat. Frank Ermark |
| Language of lecture: | english |
| Typ of module: | Mandatory module |
| Module Content: | <p>Sustainable Business Models & Innovations: Current topics, scientific findings, and practical challenges of innovation management, in the context of sustainability, digitalisation and associated business model innovations.</p> <ul style="list-style-type: none"> - Introduction to innovation management: definitions, contemporary design elements and success factors - Disruptive innovations - Innovation in the context of business models, business ecosystems and digital platforms - Innovations as drivers for more sustainability (e.g., frugal innovation) - Integrated perspectives of business model innovations and sustainability <p>International case studies on innovation will critically reflect the potential and contribution for more sustainability.</p> <p>Professional Scrum Master Training:</p> <ul style="list-style-type: none"> - Agile basics - Wat is "Agile" and how has it evolved? - Agile theory - Why does "Agile" work and what are the main principles and values? How are these different from traditional approaches and what is the impact? - Scrum framework and theory - How Scrum is implemented using timeboxes, events, roles (accountabilities), artifacts, and rules. How can these be used most effectively? - Scrum and Change - Scrum is different. What does this mean to products, projects, and organizations? How to best adopt Scrum given the change that is expected? - Key Patterns for the Scrum Master - Swarming - Handling Interrupts - Emergency Procedure - No Multitasking - Scrumming the Scrum - Done Increment - Scrum Teams - Scrum Teams are self-organizing and cross-functional. This is different from traditional development groups. How to start with Scrum teams and how to ensure their success? - Scrum Planning - Plan a project/product and estimate its cost and completion date. - Predictability, Risk Management, and Reporting - Scrum is empirical. How can predictions be made, risk be controlled, and progress be tracked using Scrum. - Scaling Scrum - Scrum works very effective with one team. But how is scaling best accomplished using Scrum? - Review and Evaluation of Learning objectives. <p>Students have the possibility to achieve a Scrum Master certificate (Scrum.org)</p> |
| Courses: | 10025 Sustainable Business Models & Innovations |

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| Teaching and learning forms: | S Seminar |
| Prerequisites for participation: | University degree |
| Applicability of the module: | The content of the module is linked to the modules: - Digital Transformation & Business Development - Strategic Management - Integrated Business Process Management |
| Prerequisites allocation ECTS: | Coursework (presentation and documentation) |
| ECTS credits: | 5 |
| Grading: | graded |
| Workload: | Approximately 30h/ECTS |
| Duration of the module: | one semester |
| Frequency of offering: | Winter semester only |
| Literature: | <ul style="list-style-type: none"> - Detailed lecture script + additional material - Aagaard, A., Lüdeke-Freund, F., & Wells, P. (Eds.)(2021). Springer eBook Collection. Business Models for Sustainability Transitions: How Organisations Contribute to Societal Transformation (1st ed. 2021). - Brandes, U. et al.: Management Y: Agile, Scrum, Design Thinking & Co.: So gelingt der Wandel zur attraktiven und zukunftsfähigen Organisation, Frankfurt 2014 (Campus Verlag) - Gausemeier J. et al. (2019), Innovationen für die Märkte von morgen, Hanser,1. Aufl. - Linz C., Müller-Stewens G., & Zimmermann A. (2021). Radical business model transformation. London: KoganPage (2nd ed.); specially Part 3 Case Studies - Tidd, J./ Bessant, J. (2018): Managing Innovation, 6. Edition, Wiley. - Trott P. (2017): Innovation Management and New Product Development, FT Prentice Hall, 6th ed. - Vahs, D./ Brehm, A. (2015): Innovationsmanagement, 5. Auflage, SchäfferPoeschel. <p>Further literature sources, see notes during the lecture and if applicable in the accompanying Moodle course</p> |
| Compulsory attendance: | yes |
| Reason: | In general voluntary – for the Scum Master certificate, the attendance is compulsory. |

Competence dimensions Sustainable Business Models & Innovations

Knowledge and understanding: Broadening of prior knowledge

Graduates are equipped to interpret innovation and sustainability in their professional and application-related depth and can name and evaluate different doctrinal opinions.

Use, application and generation of knowledge/art: Use and transfer

Graduates are capable to apply more complex methods of generating and implementing ideas to current questions and problems in practice, such as the transformation to more sustainability in society and the economy. They can independently carry out practice-related innovation management projects in teams and, if necessary, acquire further knowledge for the analysis and solution of corresponding problems, especially in the context of innovations for sustainability.

Communication and cooperation

Graduates are qualified to present, defend, critically evaluate their possible solutions and constructively integrate alternative solutions to representatives from different disciplines in science and business.

Scientific / artistic self-image and professionalism

Graduates are skilled to evaluate the potential and risks of new approaches in innovation management and identify and assess possible solutions for companies. They consider company-specific boundary conditions and the current state of research. Furthermore, graduates are enabled to understand the social and economic drivers as well as the implications of innovations in relation to their own professional activities.

Digital Transformation & Business Development

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| Course of study: | International Business Management & Sustainability (Master) |
| Degree: | Master of Business Administration (MBA) |
| Modul number: | 12 |
| Modul title: | Digital Transformation & Business Development |
| Module responsible: | Prof. Dr. rer. nat. Frank Ermark |
| Language of lecture: | english |
| Typ of module: | Mandatory module |
| Module Content: | <p>Digital Transformation highlights the challenges faced by companies to adapt their established business models to digital markets. Furthermore, this module looks at current trends and future perspectives. In addition to theoretical basics, knowledge is expanded by means of various industry sectors and practical examples.</p> <p>Business development focuses on the development of new business fields in the context of digitalisation.</p> <ul style="list-style-type: none"> - Methods and techniques of new (digital) business development, including lean start-up as an example of an agile procedure model and frameworks - Digital markets and digital business models - Digital ecosystems - Digital business innovation culture (optional) - Real world business examples and case studies <p>Using international practical examples and case studies, the theoretical foundations and empirical findings of current research will be discussed.</p> |
| Courses: | 10028 Digital Transformation & Business Development |
| Teaching and learning forms: | S \| Seminar |
| Prerequisites for participation: | University degree |
| Applicability of the module: | <p>The content of this module is linked to the modules:</p> <ul style="list-style-type: none"> - Sustainable Business Models & Innovations - Strategic Management - Integrated Business Process Management |
| Prerequisites allocation ECTS: | <p>Portfolio or coursework:</p> <p>The applicable form of examination is determined before the start of each semester.</p> |
| ECTS credits: | 5 |
| Grading: | graded |
| Workload: | Approximately 30h/ECTS |
| Duration of the module: | one semester |
| Frequency of offering: | Summer semester only |

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| Literature: | <p>Digital Transformation:</p> <ul style="list-style-type: none"> - Kesse: Silicon Germany: Wie wir die digitale Transformation schaffen - Kim, Behr, Spafford, Phoenix Project: A Novel About It, Devops, And Helping Your Business Win (optional) - Siebel, Digital Transformation: Survive and Thrive in an Era of Mass Extinction- Schmarzo: The Economics of Data, Analytics, and Digital Transformation - Westerman, Bonnet and McAfee (2014): Leading Digital: Turning Technology into Business Transformation <p>Business Development:</p> <ul style="list-style-type: none"> - Aulet B. (2013), Disciplined Entrepreneurship, Wiley - Aulet B. (2017), Disciplined Entrepreneurship Workbook, Wiley - Grichnik D., Brettel M., Koropp Ch., Mauer R. (2017), Entrepreneurship, Schäffer-Poeschel - Gatzju Grivas, S. (2020). Digital Business Development. Springer Gabler - Soltanifar, M., Hughes, M., & Göcke, L. (2021). Digital Entrepreneurship. Springer - Wirtz, B. W. (2021). Digital Business and Electronic Commerce: Strategy, Business Models and Technology. Springer |
| Compulsory attendance: | no |

Competence dimensions Digital Transformation & Business Development

Knowledge and understanding: Broadening of prior knowledge

Graduates can understand the design features and specifics of digital transformation and digital business development in their professional and application-related depth. They are equipped to interpret, name and evaluate different doctrinal opinions.

Use, application and generation of knowledge/art: Use and transfer

Graduates have the methodological expertise as well as the conceptual skills, to deal with complex problems and challenges of digital transformation and digital business development in practice. They are capable to identify and evaluate new business opportunities in terms of products, services and/or business models. They are equipped to work independently in teams and implement practice-related projects in digital transformation and digital business development. If necessary, they can acquire further knowledge to analyse and solve the corresponding problem.

Communication and cooperation

Graduates are qualified to present and defend their solutions to representatives from different disciplines in science and business. They can critically evaluate and integrate alternative solutions.

Scientific / artistic self-image and professionalism

Graduates can assess and identify the potential as well as the risks and inhibitions of new approaches due to digital transformation and digital business development. They are equipped to evaluate possible solutions for companies, considering company-specific boundary conditions and the current state of research. Graduates understand social and economic drivers as well as implications of the digital transformation and business development and are qualified to reflect on their own professional actions.

Key Account Management

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| Course of study: | International Business Management & Sustainability (Master) |
| Degree: | Master of Business Administration (MBA) |
| Modul number: | 13 |
| Modul title: | Key Account Management |
| Module responsible: | Prof. Dr. rer. pol. Barbara Niersbach |
| Language of lecture: | english |
| Typ of module: | Mandatory module |
| Module Content: | <p>The content of the course is an introduction into the philosophical construct of Key Account Management (KAM). Complex questions regarding the conception, the implementation, the intra-organisational & inter-organisational significance of KAM will be explained.</p> <p>Main focus:</p> <ul style="list-style-type: none"> - Introduction to KAM - Identification of key accounts - Success factors for a successful KAM system - Leadership styles in KAM - Digitalisation in KAM - Current trends in KAM - Sustainable KAM - Agile KAM - Intercultural challenges in KAM - Global Account Management <p>The introduction to the module is based on theoretical aspects of KAM. During the course there is a detailed transfer to different industries.</p> |
| Courses: | 10033 Key Account Management |
| Teaching and learning forms: | <p>LS \| Lecture and Seminar</p> <p>The module either takes place in a regular manner during the semester, or in a block seminar together with an international partner university</p> |
| Prerequisites for participation: | University degree |
| Applicability of the module: | International Business Management & Sustainability |
| Prerequisites allocation ECTS: | Case study presentation and term paper |
| ECTS credits: | 5 |
| Grading: | graded |
| Workload: | Approximately 30h/ECTS |

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| Duration of the module: | one semester |
| Frequency of offering: | Summer semester only |
| Literature: | <ul style="list-style-type: none"> - Guesalaga, R. (2014). "Top management involvement with key accounts: The concept, its dimensions, and strategic outcomes". <i>Industrial Marketing Management</i>, 43 (7), 1146-1156. - Håkansson H., Snehota, I. (1995), <i>Developing Relationships in Business Networks</i>, London : Routledge, pp.1-62, 119-147, 182-204, 261-284, 319-329.- Ivens, B.S., Pardo, C., Niersbach, B., Leischnig, A. (2016), <i>Firm internal key account management networks: Framework, case study, avenues for future research</i>, <i>Industrial Marketing Management</i>. - Ivens, B. S. and Pardo, C. (2007). "Are key account relationships different? Empirical results on supplier strategies and customer reactions". <i>Industrial Marketing Management</i>, 36 (4), 470-482. - Ivens, B.S., Pardo, C., Leischnig, A., Niersbach, B. (2017), <i>Key account management as a firm capability: A two-level theoretical foundation</i>, <i>Industrial Marketing Management</i>. - Jones, E., Dixon, A.L., Chonko, L.B., and Cannon, J.P. (2005). "Key Accounts and Team Selling: A Review, Framework, and Research Agenda". <i>Journal of Personal Selling & Sales Management</i>, XXV (2). - Kleinaltenkamp, M., W. Plinke, I. Wilkinson, I.Geiger(2015) <i>Fundamentals of Business-to-Business Marketing, Mastering Business Markets</i>, Springer Verlag - Leischnig, A., Ivens, B.S., Niersbach, B., Pardo, C. (2017), <i>Mind the Gap: A Process Model for Diagnosing Barriers to Key Account Management Implementation</i>, <i>Industrial Marketing Management</i>. - McDonald, M., Millman, T., and Rogers, B. (1997). "Key Account Management: Theory, Practice and Challenges". <i>Journal of Marketing Management</i>, 13 (8), 737-757. - Ojasalo, J. (2001). "Key account management at company and individual levels in business-to-business relationships". <i>Journal of Business & Industrial Marketing</i>, 16 (3), 199-218. - Pardo, C., Ivens, B.S., Niersbach, B. (2020), <i>An Identity Perspective on Key Account Managers as Paradoxical Relationship Managers</i>, <i>Industrial Marketing Management</i>, 89, 355-372. https://doi.org/10.1016/j.indmarman.2019.10.008 - Pardo, C., Ivens, B.S., and Wilson, K. (2014). "Differentiation and alignment in KAM implementation". <i>Industrial Marketing Management</i>, 43 (7), 1136-1145. - Speakman, J.I.F. and Ryals, L.J. (2012). "Key Account Management: the inside selling job". <i>The journal of business & industrial marketing</i>, 27 (5), 360-369 |
| Compulsory attendance: | no |

Competence dimensions Key Account Management

Knowledge and understanding: Deepening of individual components of knowledge

Graduates can summarize the basics of B2B marketing, in particular KAM. Graduates are equipped to explain the elements of KAM. They are qualified to explain its meaning and approach and define its objectives.

Use, application and generation of knowledge/art: Use and transfer

Graduates have the specialist knowledge and conceptual skills to critically question the strategic construct of KAM, explain its objectives and apply KAM to current organisational problems.

Communication and cooperation

Graduates work in groups. The content is communicated, exchanged and developed in teams together with the lecturer. Profound group dynamic and in-depth communicative exchange is indispensable in this module.

Scientific / artistic self-image and professionalism

Graduates are qualified to develop concrete KAM constructs for the respective business types of the B2B marketing. These meet the requirements of everyday business and are underpinned with scientific methods. Graduates have a profound understanding of what "sustainable KAM" means as a strategic, philosophical approach in their own organisation as well as in the customer organisation.

Leading Sustainable Organizations

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| Course of study: | International Business Management & Sustainability (Master) |
| Degree: | Master of Business Administration (MBA) |
| Modul number: | 14 |
| Modul title: | Leading Sustainable Organizations |
| Module responsible: | Prof. Dr. rer. pol. Barbara Niersbach |
| Language of lecture: | english |
| Typ of module: | Mandatory module |
| Module Content: | <p>The module deals with versatile topics of modern, agile, and sustainable management concepts, organizational development, leading change and innovation (incl. key aspects regarding successful implementation). It is threefold and illuminates the fields of management concepts, intercultural communication and diversity in organizations. The theoretical foundation in the field of management concepts serves as a toolbox for successful process management in sustainable organizations as well as supporting, coaching, reviewing and monitoring the organization as a whole.</p> <p>In the field of intercultural communication, it deals with the clarification of the context of intercultural encounters:</p> <ul style="list-style-type: none"> - Method K-P-S-I to deal with difficult situations in intercultural contacts - Basics of communication models to clarify intercultural problems - Cultural dimensions according to Hofstede - Intercultural case studies to clarify cultural peculiarities <p>Within the scope of diversity & social responsibility, it deals with the following issues:</p> <ul style="list-style-type: none"> - What organizations in APAC, EMEA, North America, in LATAM, need to do differently to make progress on DE&I - Accountability – Awareness – Leadership - Talentpool <p>The module includes the compulsory participation in the two guest lectures of the Innovation Lounge.</p> |
| Courses: | Leading Sustainable Organizations |
| Teaching and learning forms: | LS I Lecture and Seminar |
| Prerequisites for participation: | University degree |
| Applicability of the module: | International Business Management & Sustainability |
| Prerequisites allocation ECTS: | Portfolio: - Written Exam K30 (40%) - Insights Journal (60%) |
| ECTS credits: | 5 |
| Grading: | graded |
| Workload: | Approximately 30h/ECTS |

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| Duration of the module: | one semester |
| Frequency of offering: | Summer semester only |
| Literature: | <ul style="list-style-type: none"> - Script of the lecturers - Bruhn, J. G. (2001), Trust and the Health of Organizations. Clinical Sociology, Research and Practice. Boston, MA: Springer US. - Burdett, J. O. (1994), "The Magic of Alignment," Management Decision, 32 (4), 59-63. - Covey, S. R. (1999), "High-trust cultures," Executive Excellence, 1(9), 3-4. - Carnevale, D. G. (1995), Trustworthy government: Leadership and management strategies for building trust and high performance. San Francisco, CA: Jossey-Bass. - Cheung-Judge and Holbeche (2021): Organization Development. A practitioner's guide for OD and HR. Kogan Page - Erll, A., & Gymnich, M. (2017). Interkulturelle Kompetenzen: Erfolgreich kommunizieren zwischen den Kulturen. (4. Auflage). Stuttgart: Klett. - Murphy (2021) Sustainable Leadership: Lessons of Vision, Courage, and Grit from the CEO's who dared to build a better World. Wiley - Kumbier, D., & Schulz von Thun, F. (2017). Interkulturelle Kommunikation: Methoden, Modelle, Beispiele. (9. Auflage). Reinbek: Rowohlt. - Schein (2019: The Culture Survival Guide. Wiley - Shaules, J (2007). Deep Culture: The Hidden Challenges of Global Living. Clevedon: Multilingual Matters LTD. - Shore, L.A. et al. (2009), Diversity in organizations: where are we now and where are we going? Human Resource Management Review 19, 117-133. - Sveningsson and Sörgörde (2019): Managing Change in Organizations. Sage Publications - Weelen et al. (2017): Concepts in Strategic Management and Business Policy. Globalization, Innovation and Sustainability. Pearson |
| Compulsory attendance: | no |

Competence dimensions Leading Sustainable Organizations

Knowledge and understanding: Deepening of individual components of knowledge

Graduates can understand and summarize sustainable organisations and their diverse challenges. Graduates are equipped to explain the elements of sustainable and agile organisations. They can describe the meaning and approach and define their objectives. Furthermore, graduates understand the three sectors of integrative sustainability (economic, ecological and social) and their importance for an equal coexistence as well as correlations in the field of "sustainable organisations".

Use, application and generation of knowledge/art: Use and transfer

Graduates have the specialist knowledge and the conceptual skills to critically question sustainable organisations, their development and management, explain their objectives and apply the multifaceted components necessary for sustainable organisations. They are equipped to apply the "trias model" (TBL) of integrative sustainability to modern business management.

Communication and cooperation

Graduates have a special interaction with the lecturers in this module, which is particularly facilitated through the project days/excursions. The content and questions are communicated practice-oriented and then worked out in the team. Profound group dynamic and in-depth communicative exchange is indispensable in this module.

Scientific / artistic self-image and professionalism

Graduates are competent to understand the challenges of sustainable organisations and take them up within the framework of their own understanding of leadership. Thus, they meet the requirements for sustainable organisational leadership and development. Graduates develop in this module a profound understanding of what is required in "sustainable organisations" and are consequently trained for modern and sustainable organisational management and development.

Master Seminar and Thesis

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| Course of study: | International Business Management & Sustainability (Master) |
| Degree: | Master of Business Administration (MBA) |
| Modul number: | 15 |
| Modul title: | Master Seminar and Thesis |
| Module responsible: | Prof. Dr. rer. pol. Barbara Niersbach |
| Language of lecture: | english |
| Typ of module: | Mandatory module |
| Module Content: | <p>With the master's thesis, students prove that they can apply their professional and methodological knowledge to a specific problem in the field of economics and business administration. Students examine a concrete, real world case which is related to the learning content from the previous modules of the degree programme and the principles of sustainability. Students use scientific literature and/or empirical analysis to underpin their research. The master seminar prepares students theoretically, conceptually, and empirically for the requirements of the master's thesis. The master thesis includes:</p> <ul style="list-style-type: none"> - Independent, scientific research and problem analysis - Structure a research topic in the scientific environment - Independent, result-oriented processing based on scientific findings - Assess scientific findings - Find solutions to problems based on scientific knowledge |
| Courses: | |
| Teaching and learning forms: | S \| Seminar, MT \| Master Thesis Master's thesis with final colloquium. Possible in English as well as in German. Students are required to hand in a minimum of 5 pages as a written proposal |
| Prerequisites for participation: | Students must acquire a minimum of 50 ECTS to complete the master thesis. |
| Applicability of the module: | International Business Management & Sustainability |
| Prerequisites allocation ECTS: | The master's thesis is to be submitted no later than six months after the issue date in the examination office of Ravensburg-Weingarten University and to the examiner. |
| ECTS credits: | 20 |
| Grading: | Graded: - Master Thesis 2/3 of the final grade - Colloquium 1/3 of the final grade |
| Workload: | The topic, task and scope of the master's thesis should correspond to 20 ECTS. |
| Duration of the module: | one semester |
| Frequency of offering: | Every semester |
| Literature: | |

Compulsory attendance:

no

Competence dimensions Master Seminar and Thesis

Knowledge and understanding: Knowledge Comprehension

Graduates have gained a deep understanding in a chosen field and can explain and analyse the corresponding subject content. Furthermore, they are equipped to present their acquired knowledge from both practical and academic perspectives and can discuss them with scientific literature.

Use, application and generation of knowledge/art: Scientific innovation

Graduates are capable to apply their knowledge and assess the application procedure and / or application result.

Communication and cooperation

Graduates are qualified to present their results to professionals of different fields and to explain and defend their identified innovation or recommendations for action.

Scientific / artistic self-image and professionalism

Graduates develop a deep understanding and an expertise of their degree topic and form their professional self-image. They can justify their research results and reflect on them ethically and for society. Sustainability aspects acquired during the degree programme influence the scientific analysis of the master's thesis and consequently form a bridge to the various facets of sustainability learnt during the degree programme.

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