

Module S3 04	Methods of Analysis and Design				
	<i>Analyse- und Gestaltungsmethoden</i>				
	Module type		Elective		
	Module ID number		215107040		
	Credit points (LP)		5 LP		
	Semester hours per week (SWS)		2 SWS		
	Semester	1st semester	Workload (total)		150 h
	Term	Every fall semester (fall term)	of which	Classroom hours	30 h
	Duration	1 semester		Self-study	120 h
Qualification objective	<ul style="list-style-type: none"> • Students know the psychological background and criteria for analyzing and evaluating occupational activities and the related working conditions. • Students have an overview over common psychological procedures of work analysis and can apply specific procedures. • Students know how analytical procedures can be embedded in comprehensive reorganizations or change processes. • Students are able to process selected methods of personnel or organizational development in an organizational context and have the ability to develop suggestions for hands-on implementations of work designs. 				
Expertise	Core content: criteria and standards of scientific quality, assessment methods, procedures of work and organizational analysis, procedures of personnel recruitment and selection, personnel development, organizational development, evaluation, issues of work, and health safety.				
Methodological competence	Students acquire knowledge about common analytical procedures of work and organizational psychology. Students are able to apply these procedures as selected methods of work and organizational analysis and design will be independently developed, practically tested and evaluated. Specifically, students are in a position to design, conduct and evaluate an empirical study investigating a relevant work & organizational psychology topic in the field. Students acquire skills in writing a results report including practical recommendations for organizations as target audience; this skill allows to transfer research results to the field. As the course language is English, the respective language competency is developed.				
Social and personal skills	Students will be planning, conducting, and analyzing field research as a group of approximately 4 to 5 persons, thus, complex cooperation and coordination processes are needed. Recruiting a company in the field and jointly develop a relevant research question requires appropriate professional behavior and communication in the business world. Especially when applying the procedure and when providing feedback (i.e., results and recommendations) to the company analyzed, adequate and deferent communication is required. By receiving feedback for their presentation, students not only reflect on their achievements but also on their self-competency and performance. Self-reflection improves self-efficacy and the evaluation of personal behavior. Time management for the group project is discerning.				

Continuation of module S3 04:

Course and study formats	Seminar: Presentations, group work, discussions, application of assessments in the field (e.g., observations)
Module coordinator	Prof. Dr. Tabea Scheel
Prerequisites	None
Applicable degree program	M.A. International Management Studies - BWL Module can be used in other degree programmes (e.g. M.ED. - M. VOC. ED.: Vocational education, nutrition and health)
Language of instruction	English
Comments / Other	Elective course in the specialisation S3.

S3 04: Submodule 1	Methods of Analysis and Design				
	<i>Analyse- und Gestaltungsmethoden</i>				
	Submodule number	215107041	Study format	Seminar	
	Semester hours per week (SWS)	2 SWS	Workload (submodule)	150 h	
	Module Type	Pflicht	of which	Classroom hours	30 h
	Planned Participants	30		Self-Study	120 h
	Preliminary examinations	None			
S3 04: Module exam	Exam				
	<i>Modulprüfung</i>				
	Exam number	215107045	Scope of the exam	45 min.	
	Form of examination	Project presentation	Exam preparation	0 h (see comments)	
	Graded exam?	Yes			
	Comments regarding the module exam	The exam consists of a group presentation of the investigation and its results. This includes a short report for the company investigated. Exam preparation takes place as part of self-study in SM 1.			
Letzte Änderung: 05.02.2026					