

**Examination Regulations for the Business Law – Sustainability and Ethics  
Bachelor of Laws (LL.B) Degree Program of the Fulda University of Applied  
Sciences School of Business  
(28 March 2014)**

**§ 1 Scope and purpose**

- (1) These formal regulations govern the examinations, course of study and structure of the interdepartmental Business Law bachelor's degree program offered by the School of Business in conjunction with the Department of Social & Cultural Studies and the Department of Social Work.
- (2) Together with the General Academic & Examination Policies published by the Fulda University of Applied Sciences, these regulations set forth the specific policies and requirements for this degree program.

**§ 2 Program objective**

- (1) This program will enable students to acquire expertise in both law and business management practices with special attention given to the aspects of sustainability, ethics and the essential skills required to assume positions of responsibility in small businesses, midsize companies, major corporations, associations, institutions, and government administrations.
- (2) The program uses skills-training and interdisciplinary courses to prepare graduates for careers that require an understanding of both German and international legal and business principles.
- (3) A particular focus of this program is on the skill sets that are required to recognize and forestall adverse legal consequences as early as possible, and which will enable graduates to not only effectively shape legal decisions and actions, but also provide advice on matters of law in a manner that is results oriented, preventative in nature, keyed to business considerations, and promotes sustainability and professional ethics.
- (4) Course descriptions, learning outcomes and other information can be found in the Module Catalog (Annex 2).

**§ 3 Academic program outline and degree**

- (1) This bachelor's degree program is predominantly geared toward the practical application of the material presented.
- (2) The Fulda University of Applied Sciences confers the degree Bachelor of Laws (LL.B) upon those students who have completed the prescribed course of study. The award of a baccalaureate generally qualifies the holder to pursue a master's degree.

#### **§ 4 Admission requirements and procedures**

- (1) Admission requirements and procedures are governed by § 54 Hessen Higher Education Act (HHG) as amended.
- (2) Admissions are made for the winter semester.

#### **§ 5 Standard program length, course modules, structure and ECTS credits**

- (1) The standard program length is 7 semesters. The course of study consists of a total of 33 modules and comprises 210 ECTS credits.
- (2) The academic program is structured as follows:

<b>Academic phase</b>	<b>Recommended schedule</b>
Foundation courses	1st to 3rd semesters
Internship and associated modules	5th semester
Intermediate and advanced subjects	6th and 7th semesters
Bachelor's thesis with discussion and defense	7th semester

- (3) Students must complete the modules for the first to sixth semesters as required courses. Only interdisciplinary modules (law and business) are scheduled for sixth semester.
- (4) The modules of the 7th semester are presented as electives using a pool model. Students will select and complete one module each from Pool A (interdisciplinary law and business) and Pool B (core skills, sustainability and ethics). During the semester there will be at least two modules to choose from in each of Pools A and B based on the module descriptions for the pools found in the Module Catalog (Annex 2). There is no requirement on the part of the university to offer any specific elective or indeed all of the electives that are described in the Module Catalog. The School of Business will determine the electives that will be offered for each semester based on demand.
- (5) The Program Curriculum (Annex 1) provides an overview of the course of study and how it is structured.
- (6) The curriculum presents subjects of law, management and economics as well as material covering other core skills, sustainability and ethics. Students will also complete a work experience internship, its associated support module, and a capstone module (bachelor's thesis with discussion and defense). The course content, learning outcomes and further information about these can be found in the Module Catalog (Annex 2).
- (7) A student qualifies for the degree by successfully completing the required modules as stipulated in the Program Curriculum.

## **§ 6 Additional academic and assessment requirements**

As provided for in § 9 Section 1, Sentence 1 of the General Academic & Examination Policies of the Fulda University of Applied Sciences, the so-called portfolio is used as an additional form of assessment using the same standards within this degree program. The portfolio is a purposeful and organized collection of the student's work over the course of a semester. The steps involved in the process of the portfolio assessment are parts of an examination and closely related in terms of content and instructional value. These are not considered preliminary examinations and portfolios will not be given separate grades. Standardized assessment criteria are used to monitor and improve learning and student achievement as the overall outcome of the process of assembling the portfolio.

## **§ 7 Work experience internship**

- (1) Students will complete a work experience internship.
- (2) To qualify for an internship, students must have earned at least 90 ECTS credits.
- (3) The work experience internship regularly extends for a period of 20 weeks. During this time students will be scheduled to work during what are the hosting organization's regular business hours for full-time personnel. Students will make up any scheduled hours that they miss.
- (4) Seminars are conducted as part of the internship support module to help guide and support students during the actual internship. Further information can be found in the Module Catalog (Annex 2).
- (5) Students will have fulfilled the requirements of the internship practical module once the organization hosting the internship has issued a letter verifying the work accomplished at that company or institution and the student's internship report has been submitted punctually by no later than the end of the semester.
- (6) Students must complete an examination as part of the internship support module. Further information can be found in the Module Catalog (Annex 2).
- (7) The Internship Program Regulations (Annex 3) are applicable to and provide more information about the work experience internship.

## **§ 8 Bachelor's thesis, discussion and defense**

- (1) One of the activities scheduled for the 7th semester is the preparation of a bachelor's thesis written on a subject relating to the curriculum of the Business Law – Sustainability and Ethics degree program.
- (2) To be eligible to write a bachelor's thesis, students must have earned 150 ECTS credits within the bachelor's degree program.
- (3) The bachelor's thesis culminates in its presentation, discussion and defense. Further information can be found in the Module Catalog (Annex 2).
- (4) Ten ECTS credits are awarded for the bachelor's thesis and 5 ECTS credits for the discussion/defense.
- (5) Twelve weeks are allowed for preparing the bachelor's thesis. A one-time extension of 4 weeks may be granted on request.

## **§ 9 Assessment, grading, weighting and determining the overall grade**

- (1) The overall grade is calculated from the arithmetic average of the module grades weighted by the ECTS credits.
- (2) The testing results for the work experience internship are graded and weighted as follows:
  - a) The WR 5.1. Internship Practical Module is not used in determining the overall grade.
  - b) The accompanying WR 5.2. Internship Support Module is weighted at 5 ECTS credits in calculating the overall grade.
- (3) The capstone, or final module, WR 7.3 Bachelor's Thesis with Discussion and Defense, is weighted double when calculating the overall grade.
- (4) Any extra ECTS credits earned by completing additional modules beyond those prescribed by the program curriculum will be listed in the supplementary certification (as an annex to the transcript), but not used in determining the overall grade.

## **§ 10 Enactment**

These Examination Regulations for the Business Law – Sustainability and Ethics Bachelor of Laws Degree Program of the Fulda University of Applied Sciences School of Business are effective as of winter semester 2014/15.

Annexes:

1. Program Curriculum
2. Module Catalog
3. Internship Program Regulations

## Annex 1: Program Curriculum

Draft Curriculum for the Business Law – Sustainability and Ethics Degree Program (May 2013)															
Number	Module	1st Sem		2nd Sem		3rd Sem		4th Sem		5th Sem		6th Sem		7th Sem	
		H/W	CR	H/W	CR	H/W	CR	H/W	CR	H/W	CR	H/W	CR	H/W	CR
WR 1.1	Introduction to Jurisprudence and the Law	4	5												
WR 1.2	Private Business Law I	4	5												
WR 1.3	Public Law I	4	5												
WR 1.4	Introduction to Business and Economics	8	10												
WR 1.5.	Academic Writing, Presentation and Project Management	4	5												
WR 2.1	Private Business Law II			8	10										
WR 2.2	Labor and Employment Law			4	5										
WR 2.3	Accounting and Balance Sheets			4	5										
WR 2.4	Economics for Business Law Students			4	5										
WR 2.5	Introduction to Sustainability and Ethics in Law and Business			4	5										
WR 3.1	Corporate Law I					4	5			Internship semester consisting of the practical module and support module covering core skills, sustainability and ethics					
WR 3.2	Remedy					4	5								
WR 3.3	Public Law II					4	5								
WR 3.4	Cost Accounting, Investments and Finance					4	5								
WR 3.5	Taxation and Tax Law					4	5								
WR 3.6	Negotiation, Effective Speaking and Intercultural Communications / English for Business Law Students					4	5								
WR 4.1	Private Business Law III							4	5						
WR 4.2	Drafting Contracts							4	5						
WR 4.3	Corporate Law II							4	5						
WR 4.4	Logistics and Controlling							4	5						
WR 4.5	Marketing and Human Resources							4	5						
WR 4.6	Conflict Management Systems							4	5						
WR 5.1	Internship Practical Module										25				
WR 5.2	Internship Support Module									2	5				
WR 6.1	International Law, Global Trade and Sustainability (Interdisciplinary)											4	5		
WR 6.2	Environmental Law, Policies and Sustainability (Interdisciplinary)											4	5		
WR 6.3	Sustainable Human Resource Management (Interdisciplinary)											4	5		
WR 6.4	Sustainable Corporate Conversion, Succession and Insolvency with Restructuring (Interdisciplinary)											4	5		
WR 6.5	Social Law, Social Security and Socioeconomics (Interdisciplinary)											4	5		
WR 6.6	Corporate Governance and Sustainable Business / White-Collar Crime (Interdisciplinary)											4	5		
WR 7.1	Pool A Required Elective (Interdisciplinary Law and Business)													8	10
WR 7.2	Pool B Required Elective (Core Skills, Sustainability and Ethics)													4	5
WR 7.3	Bachelor's Thesis with Discussion and Defense													2	15
	<b>Total: 210 ECTS Credits</b>	<b>30</b>		<b>30</b>		<b>30</b>		<b>30</b>		<b>30</b>		<b>30</b>		<b>30</b>	

H/W = hours per week  
CR = credits

## Annex 2: Module Catalog

<b>Introduction to Jurisprudence and the Law</b> Unit 1: Introduction to Jurisprudence Unit 2: Introduction to Law and Legal Methodology Unit 3: Legal Research						
<b>Number</b> WR 1.1		<b>Workload</b> 150 hrs	<b>Credits</b> 5 ECTS	<b>Semester</b> 1st	<b>When offered</b> Winter semester	<b>Duration</b> 1 semester
<b>1</b>	<b>Coursework</b> Interactive seminars and practical exercises		<b>Contact hours</b> 4 hrs/week = 72 hrs		<b>Self-study</b> 78 hrs	<b>Language</b> German
<b>2</b>	<b>Course prerequisites</b> Formal: None Recommended: None					
<b>3</b>	<b>Type of Examination</b> Oral					
<b>4</b>	<b>Requirements for the award of credit hours</b> Passing grade on module examination					
<b>5</b>	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)					
<b>Unit 1: Introduction to Jurisprudence</b>						
<b>1</b>	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"><li>– Competently discuss the doctrine, purpose and function of law, and describe how law has developed within historical and political contexts</li><li>– Understand and apply the principles of legal philosophy and ethics</li><li>– Articulate the difference between law and justice</li></ul>					
<b>2</b>	<b>Unit content</b> <ul style="list-style-type: none"><li>– The essence and doctrine of law</li><li>– Law’s function within the economic and social orders</li><li>– The historical and political evolution of law</li><li>– Introduction to legal philosophy and ethics</li><li>– Law and justice</li></ul>					

<b>3</b>	<b>Teaching methods</b> Interactive seminars
<b>Unit 2: Introduction to Law and Legal Methodology</b>	
<b>1</b>	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"> <li>– Demonstrate an understanding of the German and European legal systems, their different jurisdictions, and how rights are enforced and the law is applied under each</li> <li>– Explain the system and hierarchies of German and European sources of law and their relationships with one another, categorize everyday life issues within this system and correctly ascribe them to the respective German or European sources of law</li> <li>– Describe basic legal concepts and apply these to practical situations</li> <li>– Contrast the characteristics and nature of legal language to everyday language, understand and analyze legal texts, and apply the proper technical terminology and fundamental rules of argumentation and style to the real world</li> <li>– Explain the legal practices involved in private law and public law, and apply the proper work practices at law to actual events in real life</li> </ul>
<b>2</b>	<b>Unit content</b> <ul style="list-style-type: none"> <li>– German and European legal systems, jurisdictions and the different ways laws are applied and enforced</li> <li>– German and European sources of law and their relationships to one another</li> <li>– The hierarchy of norms in a German and European context</li> <li>– How law is subdivided (private law and public law, business law, formal and substantive law, dispositive and mandatory law)</li> <li>– Fundamental legal concepts (legal subjects, legal objects, legal personality, forms of action in private and public law)</li> <li>– The unique characteristics of legal language, thought processes and reasoning</li> <li>– Legal practice, particularly the techniques used in legal subsection, the elements of style in preparing expert reports and judicial decisions and judgments, the German “relationship technique” of applying law to facts, and the various methods of legal interpretation</li> <li>– Comparing and contrasting the application of law under private and public law</li> </ul>
<b>3</b>	<b>Teaching methods</b> <b>Interactive seminars and practical exercises</b>

<b>Unit 3: Legal Research</b>	
<b>1</b>	<b>Learning outcomes</b> <ul style="list-style-type: none"> <li>– Students will be able to identify a broad range of legal research assets and capabilities.</li> <li>– Students will also be able to apply the different legal research types and approaches to resolve specific legal issues and evaluate, classify and order the research findings.</li> </ul>
<b>2</b>	<b>Unit content</b> <ul style="list-style-type: none"> <li>– Legal research strategies and techniques</li> <li>– Research using online databases (e.g. beck-online, juris, court databases)</li> <li>– Researching legal commentaries, handbooks, law journals and reviews, and other printed sources</li> </ul>
<b>3</b>	<b>Teaching methods</b> Practical exercises



Private Business Law I						
Number		Workload	Credits	Semester	When offered	Duration
WR 1.2		150 hrs	5 ECTS	1st	Winter semester	1 semester
1	<b>Coursework</b> Interactive seminars and practical exercises		<b>Contact hours</b> 4 hrs/week = 72 hrs		<b>Self-study</b> 78 hrs	<b>Language</b> German
2	<b>Course prerequisites</b> Formal: None Recommended: None					
3	<b>Type of Examination</b> Written					
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination					
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)					
6	<b>Learning outcomes</b> <ul style="list-style-type: none"><li>– After completion of this module, students will be able to explain the principles and tenets of German private business law.</li><li>– Students will also be able to combine their knowledge of business administration and the law and then employ this knowledge within an enterprise to formulate business decisions and negotiate and enter into legal relationships.</li></ul>					
7	<b>Course content</b> <ul style="list-style-type: none"><li>– Principles and basic concepts of civil law</li><li>– The doctrine of legal transactions, particularly the expression of will or intent, and contracting</li><li>– The general part of civil law under the German Civil Code (BGB)</li><li>– The general part of the law of obligations under the BGB</li><li>– Selected subjects of law, e.g. legal capacity, contestation, agency and proxy</li></ul>					
8	<b>Teaching methods</b> Interactive seminars and practical exercises					

Public Law I					
Number	Workload	Credits	Semester	When offered	Duration
WR 1.3	150 hrs	5 ECTS	1st	Winter semester	1 semester
1	<b>Coursework</b> Interactive seminars	<b>Contact hours</b> 4 hrs/week = 72 hrs	<b>Self-study</b> 78 hrs	<b>Language</b> German	
2	<b>Course prerequisites</b> Formal: None Recommended: None				
3	<b>Type of Examination</b> Written				
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination				
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)				
6	<b>Learning outcomes</b> <ul style="list-style-type: none"> <li>– Students will be able to describe the significance of and relationship between European Union contract law and constitutional law.</li> <li>– Students will also be able to examine these relationships, assess their impact on questions of business law, and apply them to simple matters of European and constitutional law.</li> </ul>				
7	<b>Course content</b> <ul style="list-style-type: none"> <li>– Principles of constitutional law and the law of the state and its agencies</li> <li>– Principles of European law</li> </ul>				
8	<b>Teaching methods</b> Interactive seminars				

**Introduction to Business and Economics**

Unit 1: Introduction to Business Administration

Unit 2: Introduction to Mathematics and Statistics for Business Law Students

Number		Workload	Credits	Semester	When offered	Duration
WR 1.4		300 hrs	10 ECTS	1st	Winter semester	1 semester
1	<b>Coursework</b> Interactive seminars and practical exercises		<b>Contact hours</b> 8 hrs/week = 144 hrs		<b>Self-study</b> 156 hrs	<b>Language</b> German
2	<b>Course prerequisites</b> Formal: None Recommended: None					
3	<b>Type of Examination</b> Written					
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination					
5	<b>Course share of final grade:</b> 10 / 200 (= 5%)					
<b>Unit 1: Introduction to Business Administration</b>						
1	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"><li>– Explain the key origins, concepts, goals and relationships of today’s science of business administration and its institutional and legal parameters</li><li>– Examine goals-based corporate decisions within an international context and discuss how businesses interact with their environment</li><li>– Apply theoretical principles and basic business models to build and enhance corporate value-creation processes</li></ul>					
2	<b>Unit content</b> <ul style="list-style-type: none"><li>– Principles of business administration as a science</li><li>– Fundamentals of creating and selling goods and services (the economic principle, integrating the company within the product and financial management process, operational functions, stakeholders, and the objectives of businesses)</li></ul>					

	<ul style="list-style-type: none"> <li>– Constitutive decisions (the process of selecting a legal form and location for a business, decisions about corporate associations, and the various internationalization and market entry strategies)</li> <li>– Basic principles and functions of marketing (the marketing mix and market research), material management, and production</li> <li>– The organizational and operational structure as a management task, the various forms of organizations, and corporate group structures</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars, practical exercises and case studies
<b>Unit 2: Introduction to Mathematics and Statistics for Business Law Students</b>	
<b>1</b>	<b>Learning outcomes</b> <ul style="list-style-type: none"> <li>– Students will be able to describe and correctly interpret fundamental mathematical and statistical concepts, and apply the principle quantitative methods used in economics</li> <li>– They will also be able to use the basic tools and methods of mathematics and statistics to solve economics-related problems of practical relevance.</li> </ul>
<b>2</b>	<b>Unit content</b> <ul style="list-style-type: none"> <li>– Functions of a variable and their properties</li> <li>– Differentiation and univariate optimization</li> <li>– Financial mathematics subjects</li> <li>– Vector algebra and matrixes</li> <li>– Linear optimization</li> <li>– Statistical units and variables</li> <li>– Metrics used to describe statistical distributions</li> <li>– Two-dimensional distributions</li> <li>– Linear correlation and regression analysis</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars and practical exercises

**Academic Writing, Presentation and Project Management**

Unit 1: Academic Writing

Unit 2: Presentation and Project Management

Number	Workload	Credits	Semester	When offered	Duration
WR 1.5	150 hrs	5 ECTS	1st	Winter semester	1 semester
1	<b>Coursework</b> Interactive seminars	<b>Contact hours</b> 4 hrs/week = 72 hrs	<b>Self-study</b> 78 hrs	<b>Language</b> German	
2	<b>Course prerequisites</b> Formal: None Recommended: None				
3	<b>Type of Examination</b> Portfolio assessment				
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination				
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)				
<b>Unit 1:Academic Writing</b>					
1	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"><li>– Summarize and interpret the elements, requirements and quality-assessment criteria that are essential for effectively working and writing academically, and then apply this knowledge in producing their own research papers and bachelor's theses</li><li>– Explain and illustrate the steps within the preparatory phase of academic writing to include selecting the topic, developing an outline, finding and reviewing the related literature, drafting the manuscript, and the formal guidelines for format and content</li><li>– Employ the latest methodologies and practical techniques to conduct academic research and write about a specific topic</li><li>– Independently research and write scholarly papers and a bachelor's thesis</li></ul>				
2	<b>Unit content</b> <ul style="list-style-type: none"><li>– Principles of academic writing (requirements, quality-assessment criteria, preparation and drafting phases, and the latest practical approaches and methods)</li></ul>				

	<ul style="list-style-type: none"> <li>– How to independently prepare scholarly papers and a bachelor's thesis (choosing a topic; researching, selecting and using reference literature; developing an outline; composing the manuscript; and the formal guidelines for format and content)</li> <li>– Special considerations when researching and writing about law</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars
<b>Unit 2: Presentation and Project Management</b>	
<b>1</b>	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"> <li>– Give examples of discussion techniques and rhetorical tools, and practice and utilize these when speaking before groups and giving presentations</li> <li>– Effectively use the acquired knowledge to prepare and deliver a compelling presentation</li> <li>– Describe the methods involved in project work and the various tools used for designing, planning, organizing and executing projects</li> <li>– Successfully employ these project-planning tools, assume the role of project manager, coordinate the work, and skillfully lead a project team</li> </ul>
<b>2</b>	<b>Unit content</b> <ul style="list-style-type: none"> <li>– Presentation (the fundamentals of good communication and presentation; discussion techniques and rhetorical tools for use in public speaking and giving presentations; how to plan, organize, prepare and deliver remarks and presentations; demonstrating poise and confidence before an audience; and tailoring your presentation to the respective target group)</li> <li>– Project management (the principles of project management; planning, oversight and control of the various project phases; the different roles, responsibilities and relationships within a project; designing and planning the project structure; communications within the project; and time management to include project scheduling, milestones, and coordination)</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars and practical exercises

## Private Business Law II

Unit 1: Contract Law

Unit 2: The Law of Property

Unit 3: Introduction to Family and Inheritance Law

Number		Workload	Credits	Semester	When offered	Duration
WR 2.1		300 hrs	10 ECTS	2nd	Summer semester	1 semester
1	<b>Coursework</b> Interactive seminars		<b>Contact hours</b> 8 hrs/week = 144 hrs		<b>Self-study</b> 156 hrs	<b>Language</b> German
2	<b>Course prerequisites</b> Formal: None Recommended: None					
3	<b>Type of Examination</b> Written					
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination					
5	<b>Course share of final grade:</b> 10 / 200 (= 5%)					
<b>Unit 1: Contract Law</b>						
1	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"><li>– Identify and describe the main types of contracts and most important statutory sets of obligations</li><li>– Demonstrate an understanding of the significance of consumer protection legislation and product liability law, and independently resolve standard legal issues relating to such matters as may arise in day-to-day business</li><li>– Construct written legal arguments</li><li>– State the content and features of contracts and distinguish whether these may be formulated freely or as stipulated by laws governing German standard business terms and conditions (AGB)</li></ul>					

<b>2</b>	<b>Unit content</b> <ul style="list-style-type: none"> <li>– The important types of commercial contracts under the German Civil Code (BGB) and how these are used in matters of business law and practice</li> <li>– Consumer protection norms: German laws regulating standard business terms and conditions (AGB); statutes governing the right to revoke distance-marketing, door-to-door and similar dealings; the special nature of purchasing consumer goods; and consumer credit legislation</li> <li>– Product liability law</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars
<b>Unit 2: The Law of Property</b>	
<b>1</b>	<b>Learning outcomes</b> Students will be able to indicate and give examples of the most important relationships between property law and credit insurance regulations, and apply these to typical cases.
<b>2</b>	<b>Unit content</b> The body of laws relating to movable goods and real assets, and the fundamentals of credit insurance laws and regulations
<b>3</b>	<b>Teaching methods</b> Interactive seminars
<b>Unit 3: Introduction to Family and Inheritance Law</b>	
<b>1</b>	<b>Learning outcomes</b> <ul style="list-style-type: none"> <li>– Students will be able to discuss and analyze those areas of family and inheritance law that are relevant to business and apply these to typical situations that may arise.</li> </ul>
<b>2</b>	<b>Unit content</b> <ul style="list-style-type: none"> <li>– The family and inheritance law provisions of the German Civil Code (BGB) and their importance and relevance to matters of commercial and corporate law</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars



Labor and Employment Law						
Number		Workload	Credits	Semester	When offered	Duration
WR 2.2		150 hrs	5 ECTS	2nd	Summer semester	1 semester
1	<b>Coursework</b> Interactive seminars and practical exercises		<b>Contact hours</b> 4 hrs/week = 72 hrs		<b>Self-study</b> 78 hrs	<b>Language</b> German
2	<b>Course prerequisites</b> Formal: None Recommended: None					
3	<b>Type of Examination</b> Portfolio assessment					
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination					
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)					
6	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"><li>– Explain the principles, structures and substance of labor and employment laws, describe the basic concepts used therein, and apply these to practical situations</li><li>– Recognize the unique legal sources and the factors involved in the writing of labor and employment legislation, categorize these within the overall German federal and European legal systems, and relate these to real world circumstances involving management and labor relations</li><li>– Describe the fundamental principles of individual and collective labor law, apply this knowledge in managing and resolving specific matters of labor law, and then rationally and coherently argue and defend the solutions they have devised</li><li>– Summarize the special character of jurisdiction in labor matters at the German federal and European levels and the fundamental rules pertaining to cases brought before a labor court</li><li>– Outline the particular research options available within the field of labor and employment law, demonstrate proficiency in organizing and classifying their research findings, and apply these in managing and resolving specific labor law and employment issues</li></ul>					

7	<p><b>Course content</b></p> <ul style="list-style-type: none"> <li>– An introduction to labor and employment law (substance, purpose and structures)</li> <li>– The basic principles and concepts of labor and employment law (employee vs. employer)</li> <li>– German and European sources of law, the factors involved in writing labor and employment laws and how such relate to one another</li> <li>– Individual labor law: the content, establishment, and termination of an employment relationship</li> <li>– Collective labor law (the right of association, collective bargaining law, industrial actions, labor-management relations, and co-determination)</li> <li>– Introduction to jurisdiction in labor matters and the hearing of cases before a labor court</li> <li>– Conducting legal research about labor and employment laws</li> </ul>
8	<p><b>Teaching methods</b></p> <p>Interactive seminars and practical exercises</p>

## Accounting and Balance Sheets

Number	Workload	Credits	Semester	When offered	Duration
WR 2.3	150 hrs	5 ECTS	2nd	Summer semester	1 semester
<b>1</b>	<b>Coursework</b> Interactive seminars	<b>Contact hours</b> 4 hrs/week = 72 hrs	<b>Self-study</b> 78 hrs	<b>Language</b> German	
<b>2</b>	<b>Course prerequisites</b> Formal: None Recommended: None				
<b>3</b>	<b>Type of Examination</b> Written				
<b>4</b>	<b>Requirements for the award of credit hours</b> Passing grade on module examination				
<b>5</b>	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)				
<b>6</b>	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"> <li>– Demonstrate mastery of and apply in practice the accounting methods for the most important business transactions, and record the basic accounting elements in the balance sheet</li> <li>– Appraise a transaction's impact on profit, equity and cash flow at any given time, and then use the accounts and the accounting process to identify interrelationships with other operational sub-units of the business</li> <li>– Describe the purpose of commercial and tax balance sheets, their differences and how they can be reconciled, and be familiar with the standard items presented in the balance sheets</li> <li>– Analyze and interpret the information presented in the key components of annual financial statements and management reports</li> <li>– Explain the recognition criteria and valuation process for items on the assets and the equity and liabilities sides of the balance sheet, and assess their impact on profit and loss and the equity and cash-flow positions</li> </ul>				

7	<p><b>Course content</b></p> <ul style="list-style-type: none"> <li>– Principles of accounting (the statutory requirement to perform financial record keeping, the content and form of asset listings and the balance sheet, accounting systems and methods, and how accounting is organized in practice)</li> <li>– Fundamental transactions (procurement and sale of goods and services (including value-added tax), discounts, the payroll register, changes to inventory, withdrawals and contributions, dividends, and advance payments)</li> <li>– Annual financial statements (line items, the relationship between the commercial and tax balance sheets, generally accepted accounting principles (GAAP), valuation measurements, write-downs and write-ups, and the basic balance sheet entries under the German Commercial Code (HGB), such as property, plant and equipment (including the fixed-assets movement schedule), goods, liabilities, and equity)</li> </ul>
8	<p><b>Teaching methods</b></p> <p>Interactive seminars and practical exercises</p>

## Economics for Business Law Students

Number		Workload	Credits	Semester	When offered	Duration
WR 2.4		150 hrs	5 ECTS	2nd	Winter semester	1 semester
1	<b>Coursework</b> Interactive seminars and practical exercises		<b>Contact hours</b> 4 hrs/week = 72 hrs		<b>Self-study</b> 78 hrs	<b>Language</b> German
2	<b>Course prerequisites</b> Formal: None Recommended: None					
3	<b>Type of Examination</b> Written					
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination					
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)					
6	<b>Learning outcomes</b> After completing this module students will be able to: <ul style="list-style-type: none"><li>– Describe the fundamental issues, principles and methods involved in the science of economics</li><li>– Explain business and consumer behaviors and how price formation works within different markets</li><li>– Discuss a variety of economic policy measures and explore what impact they have on businesses and market equilibrium</li><li>– Explain and interpret the sets of figures used in the system of national accounts (SNA) and in other economic data and reports</li><li>– Use simple macroeconomic models to examine aggregate economic relationships and problems</li></ul>					
7	<b>Course content</b> <ul style="list-style-type: none"><li>– Economics and its purpose, principles and methods</li><li>– The market as a coordinating mechanism (supply and demand, microeconomic theories of consumer choice and the firm, the market for goods, the labor market, the money and financial markets, and market forms beyond polypoly)</li></ul>					

	<ul style="list-style-type: none"> <li>– The system of national accounts (SNA) and balance of payments</li> <li>– Analysis of the aggregate economy (national economies over the long and short term, economy-wide supply and demand, and the stabilization function of the state)</li> <li>– Goals, instruments and problems of selected economic policies based on microeconomics or macroeconomics</li> </ul>
<b>8</b>	<b>Teaching methods</b> Interactive seminars and practical exercises

## Introduction to Sustainability and Ethics in Law and Business

Number	Workload	Credits	Semester	When offered	Duration
WR 2.5	150 hrs	5 ECTS	2nd	Summer semester	1 semester
<b>1</b>	<b>Coursework</b> Interactive seminars	<b>Contact hours</b> 4 hrs/week = 72 hrs	<b>Self-study</b> 78 hrs	<b>Language</b> German	
<b>2</b>	<b>Course prerequisites</b> Formal: None Recommended: None				
<b>3</b>	<b>Type of Examination</b> Oral				
<b>4</b>	<b>Requirements for the award of credit hours</b> Passing grade on module examination				
<b>5</b>	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)				
<b>6</b>	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"> <li>– Describe and defend the importance that sustainability and ethics play within the contexts of both business and law</li> <li>– Summarize the three pillars of sustainability and apply them to both legal and corporate situations</li> <li>– Discuss the principles and elements of ethics and apply these to matters of law and business for the benefit of all a company's stakeholders</li> <li>– Explain the importance of ethics in law and the relationship between the two, and take ethical considerations into account when addressing and resolving legal questions</li> </ul>				
<b>7</b>	<b>Course content</b> <ul style="list-style-type: none"> <li>– The principles of economic, corporate and personal ethics</li> <li>– The role of ethics in law, including ethical, legal and moral principles</li> <li>– Corporate ethics, values, norms and behavior, and the systems and mechanisms of business ethics</li> </ul>				

	<ul style="list-style-type: none"> <li>– Institutions (the German Ethics Council and other commissions on ethics) as well as German and international ethics agreements (one example being the United Nations Convention on the Rights of Persons with Disabilities)</li> <li>– The notion of sustainability, how the term has evolved, the concept of sustainable development (the Brundtland report (<i>Our Common Future</i>) and the three-pillar model), as well as sustainability as an integrated concept reflecting economy, society and the environment (developing and quantifying the three pillars (dimensions) of sustainability)</li> <li>– Sustainability strategies on the international, European, German and regional levels, and the related institutions (such as the German federal government's Council for Sustainable Development)</li> <li>– International sustainability agreements and initiatives (the UN Global Compact among others)</li> <li>– The many sustainability standards, criteria and principles, including ones that are international (ISO 26000; SA8000, GRI indicators), national (the German Sustainability Code) or as pertain to a particular industry (such as the Global Challenges Index (GCX))</li> <li>– Communicating and reporting about sustainability</li> <li>– Principles of corporate social responsibility and how these relate to sustainability</li> </ul>
<b>8</b>	<b>Teaching methods</b> Interactive seminars



**Corporate Law I**

Unit 1: Commercial Law

Unit 2: Introduction to Company Law

Number	Workload	Credits	Semester	When offered	Duration
WR 3.1	150 hrs	5 ECTS	3rd	Winter semester	1 semester
1	<b>Coursework</b> Interactive seminars	<b>Contact hours</b> 4 hrs/week = 72 hrs	<b>Self-study</b> 78 hrs	<b>Language</b> German	
2	<b>Course prerequisites</b> Formal: None Recommended: None				
3	<b>Type of Examination</b> Oral				
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination				
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)				
<b>Unit 1: Commercial Law</b>					
1	<b>Learning outcomes</b> <ul style="list-style-type: none"><li>– Students will be able to give examples of the peculiarities of those special private laws pertaining to the sole proprietorship or businessperson engaged in a commercial enterprise (understood together as the German <i>Kaufmann</i>) and the individuals acting as their helpers, as well as the principal kinds of commercial contracts.</li><li>– They will also be able to independently resolve typical cases to which such commercial law applies.</li></ul>				
2	<b>Unit content</b> <ul style="list-style-type: none"><li>– Principles of commercial law, particularly the definition of the <i>Kaufmann</i> (sole proprietorship or businessperson engaged in a commercial enterprise), the helpers of such businesspeople, laws governing the names of such enterprises and the commercial register, as well as an examination of commercial dealings and transactions</li></ul>				
3	<b>Teaching methods</b> Interactive seminars				

## **Unit 2: Introduction to Company Law**

### **1 Learning outcomes**

- Students will be able to identify the most important legal forms of business entities and assess and discuss the key advantages and disadvantages of each in the everyday business world

### **2 Unit content**

- Fundamental principles of company law, with an emphasis on the laws governing unincorporated businesses and corporations

### **3 Teaching methods**

Interactive seminars

Remedy						
Number		Workload	Credits	Semester	When offered	Duration
WR 3.2		150 hrs	5 ECTS	3rd	Winter semester	1 semester
1	<b>Coursework</b> Interactive seminars		<b>Contact hours</b> 4 hrs/week = 72 hrs		<b>Self-study</b> 78 hrs	<b>Language</b> German
2	<b>Course prerequisites</b> Formal: None Recommended: None					
3	<b>Type of Examination</b> Oral					
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination					
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)					
6	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"><li>– Describe the methods at law that are available to enforce a right, redress an injury, and prosecute claims under private and public law, and the ways of obtaining redress both in and out of court (subject expertise)</li><li>– Identify and define procedures for asserting established claims and rights using a variety of enforcement methods (subject expertise)</li><li>– Articulate the legal principles of remedy (laws governing civil proceedings and legal procedure in an administrative court, as well as the Rules of the Administrative Courts (VwGO)) and relate and apply these to simple questions of law</li><li>– Demonstrate an understanding of the various methods used in enforcing rights and remedies, and apply these to simple real-world cases (practical expertise)</li></ul>					
7	<b>Course content</b> <ul style="list-style-type: none"><li>– Remedies under private law ( laws governing civil actions and judicial execution, default actions, litigation, enforcement actions, seizures, foreclosure sales, affidavits, detention, and interim legal protection, such as attachments and injunctions)</li></ul>					

	<ul style="list-style-type: none"> <li>– Remedies under public law (administrative law; laws governing administrative disputes; application and appellate procedures; actions for recession; actions against a public authority to compel the performance of an administrative act; actions for performance, affirmative relief or injunction; regulations and procedures relating to the application of administrative compulsion and immediate execution; and interim legal protection to include orders for or the restoration of any suspensive effect of legal consequences; temporary orders, and proceedings before the German Federal Constitutional Court)</li> <li>– Extrajudicial relief or remedy at the federal and European levels (mediation and conciliation, arbitral procedures, and out-of-court settlements)</li> </ul>
<b>8</b>	<b>Teaching methods</b> Interactive seminars

**Public Law II**

Unit 1: General Administrative Law

Unit 2: Introduction to Market Regulation

Unit 3: Introduction to Social Law

Number		Workload	Credits	Semester	When offered	Duration
WR 3.3		150 hrs	5 ECTS	3rd	Winter semester	1 semester
1	<b>Coursework</b> Interactive seminars and practical exercises		<b>Contact hours</b> 4 hrs/week = 72 hrs		<b>Self-study</b> 78 hrs	<b>Language</b> German
2	<b>Course prerequisites</b> Formal: None Recommended: None					
3	<b>Type of Examination</b> Written					
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination					
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)					
<b>Unit 1: General Administrative Law</b>						
1	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"><li>– Explain the principles of general administrative law and summarize the laws governing administrative procedures and administrative disputes</li><li>– Categorize questions and issues according to the various fields of administrative law</li><li>– Apply their knowledge of administrative law to real-world situations</li></ul>					
2	<b>Course content</b> <ul style="list-style-type: none"><li>– General administrative law</li><li>– Administrative actions, particularly through an official administrative act or decision</li><li>– Principles of government liability law</li><li>– Laws governing administrative proceedings and disputes (main topic)</li><li>– Working through specific cases of public law</li></ul>					
3	<b>Teaching methods</b> Interactive seminars and practical exercises					

## Unit 2: Introduction to Market Regulation

### 1 Learning outcomes

Students will be able to:

- Illustrate the relationship between business and state regulation
- Explain the various areas and means by which businesses, markets and the economy are regulated and administered, and how the regulatory machinery is organized
- Apply their knowledge of selected legal regimes regulating and administering businesses and the economy to real-world situations

### 2 Unit content

- European and constitutional principles of legislation designed to regulate business
- State administration of the economy
- A survey of selected areas of market and economic regulation and administrative law (contract award and subsidy law, trade and industry law (governing the German *Gewerbe* economic enterprise), environmental law, environmental protection law, energy industry law, and telecommunication law)
- International dimensions

### 3 Teaching methods

Interactive seminars and practical exercises

## Unit 3: Introduction to Social Law

### 1 Learning outcomes

- Students will be able to discuss the purpose, general areas and subdivisions of social law and categorize within them various simple real-world issues and circumstances
- They will also be able to apply their expertise to simple cases and develop proper solutions and courses of action

### 2 Unit content

- The purpose of social law and its subdivisions
- The General Part of the German Code of Social Law (SGB)
- Common social insurance regulations and policies
- Overview of health, long-term-care, accident, pension and unemployment insurance, and the many different measures for promoting work and employment
- The unique features of administrative procedures under social law

### 3 Teaching methods

Interactive seminars and practical exercises

**Cost Accounting, Investments and Finance**

Number		Workload	Credits	Semester	When offered	Duration
WR 3.4		150 hrs	5 ECTS	3rd	Winter semester	1 semester
1	<b>Coursework</b> Interactive seminars and practical exercises		<b>Contact hours</b> 4 hrs/week = 72 hrs		<b>Self-study</b> 78 hrs	<b>Language</b> German
2	<b>Course prerequisites</b> Formal: None Recommended: A good basic understanding of business administration					
3	<b>Type of Examination</b> Written					
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination					
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)					
6	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"><li>– Correctly use specialized accounting terminology and apply the theoretical principles of cost accounting</li><li>– Describe and implement the procedures for identifying and reporting different expenses and correctly allocating internal costs</li><li>– Properly employ the methods for determining unit production costs and correctly prepare and analyze a short-term income statement for a given period</li><li>– Summarize the interdependencies and compare and contrast the significance and purpose of capital investments and financing activities</li><li>– Apply key capital budgeting and appraisal techniques to simple scenarios</li><li>– Explain the most important forms of internal and external funding and the importance of each to companies with respect to their legal form</li></ul>					

7	<p><b>Course content</b></p> <ul style="list-style-type: none"> <li>– The purpose, principles and various branches of accounting</li> <li>– Overview of the different forms of cost accounting</li> <li>– Recognition and valuation of the most important types of expenses</li> <li>– Doing the cost center accounting</li> <li>– Costing methods and techniques</li> <li>– Preparing short-term income statements</li> <li>– The tasks and interdependencies of investment and financial decisions</li> <li>– Using static and dynamic investment appraisal methods</li> <li>– The principal kinds of internal and external funding</li> <li>– The importance of an enterprise's legal form when making operational funding and financial decisions</li> </ul>
8	<p><b>Teaching methods</b></p> <p>Interactive seminars and practical exercises</p>



Taxation and Tax Law						
Number		Workload	Credits	Semester	When offered	Duration
WR 3.5		150 hrs	5 ECTS	3rd	Summer semester	1 semester
1	Coursework Interactive seminars		Contact hours 4 hrs/week = 72 hrs		Self-study 78 hrs	Language German
2	Course prerequisites Formal: None Recommended: None					
3	Type of Examination Written					
4	Requirements for the award of credit hours Passing grade on module examination					
5	Course share of final grade: 5 / 200 (= 2.5%)					
6	Learning outcomes After completing this module students will be able to: <ul style="list-style-type: none"><li>– Discuss how taxation and tax proceedings work</li><li>– Identify and analyze the tax implications of business operations depending on the enterprise's legal form (unincorporated businesses and corporations)</li><li>– Explain the basic facts and circumstances for international taxation of income</li><li>– Describe the value-added tax (VAT) implications of providing goods and services internationally</li></ul>					
7	Course content <ul style="list-style-type: none"><li>– The fundamentals of taxation (tax systems, taxation concepts, and the sources of law for taxation)</li><li>– Procedural principles (rules of procedure, the Code of Procedure for Fiscal Courts (FGO), and the order of events in tax proceedings)</li><li>– Taxation of income (the liability to pay taxes, calculating and deferring income, tax-rate tables and tax assessments)</li></ul>					

	<ul style="list-style-type: none"> <li>– Taxation of unincorporated businesses and their owners, co-owners, and partners (net income recognition and profit distribution; taxation of the legal relationships between the business entity and its co-owners or partners; and the sale and transfer of interests)</li> <li>– Taxation of corporations and their shareholders (the liability to pay taxes, determining taxable income, appraising the contractual relationship between the corporation and its shareholders, distribution of profits, and the sale of shareholdings and interests)</li> <li>– Local business tax (determining the amount of trade income and the local business tax)</li> <li>– Value-added tax (VAT) (the tax regime, output transactions, deduction of input tax, EU VAT legislation)</li> <li>– International tax law (double taxation and how to avoid it)</li> </ul>
<b>8</b>	<b>Teaching methods</b> Interactive seminars

## Negotiation, Effective Speaking and Intercultural Communications / English for Business Law Students

Unit 1: Negotiation, Effective Speaking and Intercultural Communications

Unit 2: English for Business Law Students

Number		Workload	Credits	Semester	When offered	Duration
WR 3.6		150 hrs	5 ECTS	3rd	Winter semester	1 semester
1	Coursework Interactive seminars		Contact hours 4 hrs/week = 72 hrs		Self-study 78 hrs	Language German
2	Course prerequisites Formal: None Recommended: None					
3	Type of Examination Portfolio assessment					
4	Requirements for the award of credit hours Passing grade on module examination					
5	Course share of final grade: 5 / 200 (= 2.5%)					
Unit 1: Negotiation, Effective Speaking and Intercultural Communications						
1	Learning outcomes Students will be able to: <ul style="list-style-type: none"><li>– Apply the acquired knowledge and skills to prepare and use speech and negotiation in a manner that is purposeful, persuasive and carefully adapted to the respective audience</li><li>– Recognize, appreciate and interpret the special nature of social interactions among persons from different cultures</li><li>– Understand how people act in intercultural situations and the impact of cultural diversity</li><li>– Combine and employ approaches based on ethnographies and culture theory that have practical relevance for effective communications</li></ul>					
2	Unit content <ul style="list-style-type: none"><li>– The importance of doing your own thorough preparation</li><li>– Verbal communications strategies (active and reactive)</li></ul>					

	<ul style="list-style-type: none"> <li>– Developing your own communications strategies</li> <li>– Negotiating as a mission (negotiation as a leadership responsibility, the different negotiation styles etc.)</li> <li>– How to professionally establish and nurture relationships</li> <li>– The benefits and limitations of using personality typologies</li> <li>– Negotiating with boards and committees</li> <li>– Understanding (intercultural) manners of expression, presentation and behavior</li> <li>– Cultural identities and mental models</li> <li>– Cultural diversity: challenges, opportunities and constraints</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars and practical exercises
<b>Unit 2: English for Business Law Students</b>	
<b>1</b>	<b>Learning outcomes</b> <ul style="list-style-type: none"> <li>– Students will be able to use specialized terminology in business and legal settings.</li> <li>– They will also be able to demonstrate proficiency in the general principles, syntax and use of the technical language of business and law.</li> </ul>
<b>2</b>	<b>Unit content</b> <ul style="list-style-type: none"> <li>– An introduction to business law conducted in English</li> <li>– Enrichment of the student's English language skills and proficiencies required for working as a business law specialist or commercial lawyer in an international setting</li> <li>– Presentation and discussion of selected subjects, which may include the Anglo-American legal system, civil jurisdiction, international arbitration or labor law</li> <li>– Grammar and vocabulary</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars and practical exercises

**Private Business Law III**

Unit 1: Introduction to Competition Law and the Protection of Intellectual Property Rights

Unit 2: Introduction to Insolvency Law

Number	Workload	Credits	Semester	When offered	Duration
WR 4.1	150 hrs	5 ECTS	4th	Summer semester	1 semester
1	<b>Coursework</b> Interactive seminars and practical exercises	<b>Contact hours</b> 4 hrs/week = 72 hrs	<b>Self-study</b> 78 hrs	<b>Language</b> German	
2	<b>Course prerequisites</b> Formal: None Recommended: None				
3	<b>Type of Examination</b> Written				
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination				
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)				
<b>Unit 1: Introduction to Competition Law and the Protection of Intellectual Property Rights</b>					
1	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"><li>– Explain the principles of legislation governing competition and the protection of intellectual property rights, and the systematics and structures of these fields of law</li><li>– Recognize anti-competitive behavior and violations of intellectual property rights, and categorize them within the respective bodies of law and regulations</li><li>– Integrate new developments of a technical or legislative nature, as well as those arising from judicial decisions</li><li>– Apply their knowledge of competition law and the protection of intellectual property rights to real-world cases and generate appropriate courses of action and solutions</li></ul>				
2	<b>Unit content</b> <ul style="list-style-type: none"><li>– The principles of competition law, including the concept, definition and objectives of fair trading legislation; unauthorized acts in business dealings; the legal consequences of anti-competitive violations; and enforcement of claims under the provisions of competition law, particularly the procedural regulations pertaining to and the statutory definition of a crime under the German Unfair Competition Act (UWG)</li></ul>				

	<ul style="list-style-type: none"> <li>– The fundamentals of protecting intellectual property rights and the legal basis for doing so (patent, trademark, utility model and design laws; the nature and purpose of the granted rights and how they arise; legal effect; and the transfer and termination of such rights)</li> <li>– Overview of copyright law</li> <li>– International and European conventions and agreements</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars and practical exercises
<b>Unit 2: Introduction to Insolvency Law</b>	
<b>1</b>	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"> <li>– Explain the fundamental principles, systematics and structures of insolvency law, and effectively argue complex insolvency law related issues and solutions to specialists</li> <li>– Use simple, practical examples to identify threats to the solvency of a going concern and devise countermeasures should the business be failing</li> <li>– Describe the grounds for opening insolvency proceedings, how such proceedings operate, and all the parties involved</li> <li>– Illustrate and predict the consequences that a corporate insolvency may have on the workforce and develop appropriate solutions based on similar business cases, circumstances and corporate practices</li> </ul>
<b>2</b>	<b>Unit content</b> <ul style="list-style-type: none"> <li>– Principles of insolvency law (grounds for opening insolvency proceedings; petitioning; procedural matters; selection, appointment and duties of the insolvency administrator; and the creditors in the insolvency)</li> <li>– Insolvency types (personal and corporate)</li> <li>– Shareholder and/or managing director liability in cases of insolvency</li> <li>– The consequences of insolvency on the workforce</li> <li>– Avoiding insolvency (an overview of corporate crises, risk and crisis early warning and detection, and countermeasures)</li> <li>– Measures to restore a business to a sound economic position</li> <li>– The main principles of consumer insolvency proceedings</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars, practical exercises and case studies

## Drafting Contracts

Unit 1: Drafting Contracts in Private Law

Unit 2: Drafting Contracts in Selected Areas

Number		Workload	Credits	Semester	When offered	Duration
WR 4.2		150 hrs	5 ECTS	4th	Summer semester	1 semester
1	<b>Coursework</b> Interactive seminars and practical exercises		<b>Contact hours</b> 4 hrs/week = 72 hrs		<b>Self-study</b> 78 hrs	<b>Language</b> German
2	<b>Course prerequisites</b> Formal: None Recommended: None					
3	<b>Type of Examination</b> Oral					
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination					
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)					
<b>Unit 1: Drafting Contracts in Private Law</b>						
1	<b>Learning outcomes</b> Upon completion of this unit students will be able to: <ul style="list-style-type: none"><li>– Combine their knowledge of law and business administration to properly draft and prepare contracts and agreements</li><li>– Address and draft contracts from different perspectives (buyer/seller, tenant/landlord and so forth)</li><li>– Recognize, assess and consider the interaction between the various contractual provisions within an agreement</li><li>– Apply their knowledge about drafting and preparing contracts to simple practical cases</li></ul>					
2	<b>Unit content</b> <ul style="list-style-type: none"><li>– Contracts between individuals</li><li>– Sample contracts and agreements</li><li>– The provisions of German general business terms and conditions (AGB)</li><li>– Formal requirements</li><li>– The contracting parties and their interests</li></ul>					

<b>3</b>	<b>Teaching methods</b> Interactive seminars and practical exercises
<b>Unit 2: Drafting Contracts for Selected Areas</b>	
<b>1</b>	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"> <li>– Describe the different contexts and criteria for drafting contracts in a variety of legal fields and subjects, and understand the (conflicting) interests of the contracting parties and others who may be affected by such agreements</li> <li>– Recognize the potential and limitations involved in formulating and drafting contracts for use in different situations and fields of law</li> <li>– Use their knowledge to structure precise and clear agreements relating to a selected range of legal fields and subjects</li> </ul>
<b>2</b>	<b>Unit content</b> <ul style="list-style-type: none"> <li>– Drafting selected types of contracts in private law including its related fields (such as the contract of sale to include general business terms and conditions; lease and rental agreements; contracts for services; contracts for work; corporate agreements; inheritance agreements, and wills and testaments)</li> <li>– Selected contracts from other areas (e.g. employment contracts, contracts for management services, and international agreements)</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars and practical exercises



Corporate Law II						
Number		Workload	Credits	Semester	When offered	Duration
WR 4.3		150 hrs	5 ECTS	4th	Summer semester	1 semester
1	<b>Coursework</b> Interactive seminars and practical exercises		<b>Contact hours</b> 4 hrs/week = 72 hrs		<b>Self-study</b> 78 hrs	<b>Language</b> German
2	<b>Course prerequisites</b> Formal: None Recommended: None					
3	<b>Type of Examination</b> Written					
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination					
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)					
6	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"><li>– Describe in detail the different legal forms of companies under private law and public law</li><li>– Identify the legal forms available to a company based on its particular circumstances, recognize the advantages and disadvantages of each, and find the best solution for a given company</li><li>– Analyze and correctly assess complex, real-world business situations from a corporate-law perspective, and develop and present appropriate recommendations regarding a company's organization and most-advantageous legal form</li></ul>					
7	<b>Course content</b> <ul style="list-style-type: none"><li>– A more in-depth look at corporate law (trading and commercial companies, particularly the corporation, the European Economic Interest Grouping (EEIG), the European Company (SE), and the cooperative association; legal forms under public law; and the corporate financial system and constitution)</li><li>– The body of laws relating to groups of companies</li><li>– Indirect equity interests in businesses</li></ul>					

	<ul style="list-style-type: none"> <li>– Structure and organization under corporate law</li> <li>– Buy-outs and acquisitions</li> <li>– Capital market law</li> </ul>
<b>8</b>	<b>Teaching methods</b> Interactive seminars and practical exercises

**Logistics and Controlling**

Unit 1: Logistics

Unit 2: Controlling

Number		Workload	Credits	Semester	When offered	Duration
WR 4.4		150 hrs	5 ECTS	4th	Summer semester	1 semester
1	Coursework Interactive seminars		Contact hours 4 hrs/week = 72 hrs		Self-study 78 hrs	Language German
2	Course prerequisites Formal: None Recommended: A good basic understanding of business administration					
3	Type of Examination Written					
4	Requirements for the award of credit hours Passing grade on module examination					
5	Course share of final grade: 5 / 200 (= 2.5%)					
Unit 1: Logistics						
1	Learning outcomes Upon completion of this unit students will be able to: <ul style="list-style-type: none"><li>– Explain the unique characteristics of logistics</li><li>– Model simple logistics process chains</li><li>– Describe the different fields of logistics and their missions and challenges</li><li>– Use appropriate methods to solve simple logistical problems</li></ul>					
2	Unit content <ul style="list-style-type: none"><li>– Overview of the concept, structure, tasks, objectives and decisions involved in logistics in general (and how these relate to logistics management; the logistics of procurement, production and distribution; such logistics services as transportation, warehousing and handling; as well as to “green” logistics)</li><li>– Issues of relevance to the practice of logistics</li><li>– Business law as it pertains to logistics</li><li>– The significance of sustainability and ethics to logistics</li></ul>					

	<ul style="list-style-type: none"> <li>– How models and methods are employed in the various logistics functions (including material classification, critical path analysis and route planning)</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars and practical exercises
<b>Unit 2: Controlling</b>	
<b>1</b>	<b>Learning outcomes</b> <ul style="list-style-type: none"> <li>– Students will be able to describe and discuss the concept, roles and responsibilities of present day controlling, and decide how best to integrate the control function within an organization.</li> <li>– Students will also be able to identify and explain some of the main planning and control instruments used in strategic and operational controlling, and apply these to assist management in fulfilling its decision making and governance responsibilities.</li> </ul>
<b>2</b>	<b>Unit content</b> <ul style="list-style-type: none"> <li>– The definition, roles and responsibilities of controlling</li> <li>– Principles of planning, budgeting, oversight and control</li> <li>– (Selected) strategic control tools</li> <li>– The tasks involved in controlling projects</li> <li>– Methods for measuring project efficiency</li> <li>– The operational planning system</li> <li>– A few of the planning, budgeting and control instruments used in operational controlling</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars and practical exercises

## Marketing and Human Resources

Unit 1: Marketing

Unit 2: Human Resources

Number		Workload	Credits	Semester	When offered	Duration
WR 4.5		150 hrs	5 ECTS	4th	Summer semester	1 semester
1	<b>Coursework</b> Interactive seminars		<b>Contact hours</b> 4 hrs/week = 72 hrs		<b>Self-study</b> 78 hrs	<b>Language</b> German
2	<b>Course prerequisites</b> Formal: None Recommended: None					
3	<b>Type of Examination</b> Written					
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination					
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)					
<b>Unit 1: Marketing</b>						
1	<b>Learning outcomes</b> Upon completion of this unit students will be able to: <ul style="list-style-type: none"><li>– Explain the various marketing approaches, methods and techniques</li><li>– Describe the marketing process (market research, formulating objectives, developing marketing-mix strategies, and oversight)</li><li>– Effectively and efficiently employ the marketing mix (and its three key elements: product, contracting terms and place)</li><li>– Discuss current events and novel initiatives in marketing and distribution (including CRM, neuromarketing and social media marketing)</li></ul>					
2	<b>Unit content</b> <ul style="list-style-type: none"><li>– Marketing as a corporate philosophy, and the marketing strategy and planning process</li><li>– Tactical and strategic use of marketing tools (marketing mix)</li><li>– The principles of market research and consumer behavior</li><li>– Formulating objectives and developing the marketing strategy</li></ul>					

	<ul style="list-style-type: none"> <li>– Designing and implementing the market mix</li> <li>– Understanding budgetary and organizational principles and requirements when implementing programs and activities</li> <li>– Problems of practical relevance in marketing and comparative country studies</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars
<b>Unit 2: Human Resources</b>	
<b>1</b>	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"> <li>– Articulate and explain the importance of HR management and the contributions it makes to the success of any business</li> <li>– Describe and demonstrate the basic attributes and functions involved in effectively managing human capital</li> <li>– Apply and use the key tools of HR management in a business setting, investigate selected human resources issues, and discuss them critically in detail</li> </ul>
<b>2</b>	<b>Unit content</b> <ul style="list-style-type: none"> <li>– HR management's role in business with respect to the interests of management and labor and the organization's personnel policies</li> <li>– The quantitative and qualitative aspects of the staffing plan</li> <li>– The many HR management duties and responsibilities, including: <ul style="list-style-type: none"> <li>▪ Human resources marketing, sourcing and selection</li> <li>▪ Workforce allocations, assignments and scheduling</li> <li>▪ Training and professional development</li> <li>▪ Motivating, managing and leading people</li> <li>▪ Compensation and corporate social benefits</li> <li>▪ Layoffs and reductions in force</li> </ul> </li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars and practical exercises

Conflict Management Systems						
Number		Workload	Credits	Semester	When offered	Duration
WR 4.6		150 hrs	5 ECTS	4th	Summer semester	1 semester
1	<b>Coursework</b> Interactive seminars and practical exercises		<b>Contact hours</b> 4 hrs/week = 72 hrs		<b>Self-study</b> 78 hrs	<b>Language</b> German
2	<b>Course prerequisites</b> Formal: None Recommended: None					
3	<b>Type of Examination</b> Portfolio assessment					
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination					
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)					
6	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"><li>– Understand that conflicts are a normal part of everyday life and can have both positive and negative consequences</li><li>– Describe the most important types of conflicts and their classifications</li><li>– Analyze the different causes of conflict and their respective implications</li><li>– Recognize that there are preventive and curative tools and remedies available for dealing with conflict and then apply these properly</li><li>– Select and employ different conflict resolution strategies</li><li>– Demonstrate how different types of people behave during conflicts, and know how to deal with each</li></ul>					
7	<b>Course content</b> <ul style="list-style-type: none"><li>– The definition of conflict and the iceberg model of conflict dynamics</li></ul>					

	<ul style="list-style-type: none"> <li>– Conflict management types and options (preventive/curative, in-house/external, based/not based in law) with an emphasis on the fundamental methods for managing conflict, namely coaching (preventive, in-house and not based in law), conciliation (curative, external, based in law), and mediation (the 5-phase model), and where each is applicable</li> <li>– The German Mediation Act</li> <li>– The principles of managing conflict (the need for conflict management, its ramifications, benefits and downsides)</li> <li>– Conflict management systems (such as the Viadrina component model)</li> <li>– Conflict types and classification (stages of conflict escalation and the Thomas Klimann Conflict Mode Instrument)</li> <li>– Recognizing and analyzing conflicts (including Glasl's nine-stage model of conflict escalation and the Harvard approach)</li> <li>– Types of conflict behavior</li> <li>– The resolution options offered by each conflict management system (advantages and disadvantages)</li> </ul>
<b>8</b>	<p><b>Teaching methods</b></p> <p>Interactive seminars and practical exercises</p>



Internship Practical Module						
Number		Workload	Credits	Semester	When offered	Duration
WR 5.1		750 hrs	25 ECTS	5th	Winter semester	1 semester
1	Coursework		Contact hours		Self-study 750 hrs	Language German
2	Course prerequisites Formal: 90 ECTS credits Recommended: None					
3	Type of Examination None					
4	Requirements for the award of credit hours Participate in project seminars, submit evidence to verify completion of all the assigned work during the internship, and prepare an internship report.					
5	Course share of final grade: None (ungraded)					
6	Learning outcomes <ul style="list-style-type: none"><li>Students will be able to describe the hosting organization and its operations and procedures, discuss and assess the approaches used to address any problems that arise within the organization, and judge the outcomes that ensued.</li><li>Students will be able to interpret and apply the material presented in this degree program to actual workplace and operational situations, and in so doing gain valuable exposure, experience and insights for better understanding and appreciating the complexity of (international) work practices and workflows within an intercultural framework.</li></ul>					
7	Course content <ul style="list-style-type: none"><li>Unique for each student depending on the location and type of internship, the hosting organization, and other factors</li></ul>					
8	Teaching methods Practical work at the hosting organization					

Internship Support Module						
Number		Workload	Credits	Semester	When offered	Duration
WR 5.2		150 hrs	5 ECTS	5th	Winter semester	1 semester
1	<b>Coursework</b> Interactive seminars		<b>Contact hours</b> 2 hrs/week = 36 hrs		<b>Self-study</b> 114 hrs	<b>Language</b> German
2	<b>Course prerequisites</b> Formal: 90 ECTS credits Recommended: None					
3	<b>Type of Examination</b> Oral					
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination					
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)					
6	<b>Learning outcomes</b> <ul style="list-style-type: none"><li>– Students will be able to employ their core skills and knowledge of sustainability and ethics in practice.</li><li>– They will also be able to apply their understanding of the interrelationships between law, business, ethics, sustainability, and selected core skills to a specific real-world topic of their choice.</li></ul>					
7	<b>Course content</b> <ul style="list-style-type: none"><li>– How to work through a task concerning a core skill, sustainability or ethics that is related to the internship environment.</li><li>– Using media technologies in presentations to show the results of the internship</li></ul>					
8	<b>Teaching methods</b> Interactive seminars					

**International Law, Global Trade and Sustainability (Interdisciplinary)**

Unit 1: International Law

Unit 2: Introduction to International Taxation and Accounting

Unit 3: Global Trade and Sustainability

Number		Workload	Credits	Semester	When offered	Duration
WR 6.1		150 hrs	5 ECTS	6th	Summer semester	1 semester
1	<b>Coursework</b> Interactive seminars and practical exercises		<b>Contact hours</b> 4 hrs/week = 72 hrs		<b>Self-study</b> 78 hrs	<b>Language</b> German
2	<b>Course prerequisites</b> Formal: None Recommended: Modules WR 2.3 (Accounting and Balance Sheets), WR 3.5 (Taxation and Tax Law), WR 2.5. (Introduction to Sustainability and Ethics in Law and Business)					
3	<b>Type of Examination</b> Oral					
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination					
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)					
<b>Unit 1: International Law</b>						
1	<b>Learning outcomes</b> Upon completion of this unit students will be able to: <ul style="list-style-type: none"><li>– Identify activities, issues and questions involving foreign countries</li><li>– Employ the principles of international private law to correctly recognize and choose the legal system that applies to a given matter</li><li>– Make proper use of international conventions, agreements and treaties</li><li>– Recommend solutions for cases that involve international private law and for other special problems of a similar nature</li></ul>					
2	<b>Unit content</b> <ul style="list-style-type: none"><li>– Introduction to international private law (the basic rules pertaining to the conflict and choice of laws in international matters; international conventions, agreements and treaties (the Rome I and II Regulations, the UN Convention on Contracts for the International Sale of Goods, Incoterms, and UNIDROIT); international contract law; international tort law, and international company law)</li></ul>					

<b>3</b>	<b>Teaching methods</b> Interactive seminars and practical exercises
<b>Unit 2: Introduction to International Taxation and Accounting</b>	
<b>1</b>	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"> <li>– Predict and appraise the income-tax burden for transactions across country borders</li> <li>– Use a given double-taxation convention to identify the various methods of avoiding or minimizing double taxation, and properly apply the exemption and deduction double-taxation relief methods</li> <li>– Employ their knowledge of international tax law to describe and judge the income-tax ramifications of a company's different foreign activities, involvements and investments (including direct selling, operating facilities and subsidiaries)</li> <li>– Summarize how the German Commercial Code (HGB) and International Financial Reporting Standards (IFRS) differ in terms of objectives</li> <li>– Describe the different degrees of importance assigned to the various accounting principles by the HGB and IFRS and identify the kind of companies in Germany that use IFRS</li> <li>– Demonstrate mastery of the balance sheet presentation, elements and format of IFRS financial statements, and explain the difference between the statement of comprehensive income and the income statement (profit and loss)</li> </ul>
<b>2</b>	<b>Unit content</b> <ul style="list-style-type: none"> <li>– International tax law (double taxation, double-taxation conventions, methods of avoiding double taxation, tax implications of operating facilities abroad, and the tax liability on dividends and the sale of interests in foreign subsidiaries)</li> <li>– International accounting (IFRS and its history, purpose, balance sheet composition, and users; the International Accounting Standards Board (IASB); the Accounting Standards Committee of Germany (DRSC); how IFRS and GAAP differ; the statement of comprehensive income vs. the income statement; the fair value measurements of selected balance sheet items as compared to valuation under HGB)</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars and practical exercises

### **Unit 3: Global Trade and Sustainability**

**1**

#### **Learning outcomes**

- Students will be able to articulate the problematic of sustainability in a global business world and, in particular, the challenges facing the sustainable development of international sales and distribution channels
- Students will also be able to discuss the aims, content, importance and binding character of international conventions, standards and criteria that are applicable to sustainable development

**2**

#### **Unit content**

- Sustainable development in the global world of business, particularly as it pertains to international sales and distribution channels (problems, concepts and ideas)
- International sustainability conventions, standards and criteria (such as the Global Reporting Initiative (GRI) and ISO 26000)

**3**

#### **Teaching methods**

Interactive seminars and practical exercises

**Environmental Law, Policies and Sustainability (Interdisciplinary)**

Unit 1: Environmental Law

Unit 2: Environmental Policies and Sustainability

Number	Workload	Credits	Semester	When offered	Duration
WR 6.2	150 hrs	5 ECTS	6th	Summer semester	1 semester
1	<b>Coursework</b> Interactive seminars	<b>Contact hours</b> 4 hrs/week = 72 hrs	<b>Self-study</b> 78 hrs	<b>Language</b> German	
2	<b>Course prerequisites</b> Formal: None Recommended: None				
3	<b>Type of Examination</b> Oral				
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination				
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)				
<b>Unit 1: Environmental Law</b>					
1	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"><li>– Describe the most important structural characteristics of German and European environmental law, and predict how individual regulations and provisions will apply in given circumstances</li><li>– Properly apply environmental law to specific real-world problems and situations</li><li>– Point out implicit assumptions in judicial decisions, judgments and articles in professional journals, identify the types of reasoning and arguments, and break down and criticize the underlying tendencies in the respective approaches used</li><li>– Interpret and judge legal policy developments in environmental law</li></ul>				
2	<b>Unit content</b> <ul style="list-style-type: none"><li>– Environmental protection as governed by EU agreements and constitutional law</li><li>– Key matters of media-related, causative and interdisciplinary environmental law</li><li>– How material, process-based, and procedural tools and instruments intermesh</li><li>– Principles of climate change legislation and environment-related energy laws</li></ul>				

<b>3</b>	<b>Teaching methods</b> Interactive seminars
<b>Unit 2: Environmental Policies and Sustainability</b>	
<b>1</b>	<b>Learning outcomes</b> After completion of this unit students will be able to: <ul style="list-style-type: none"> <li>– Explain environmental issues from an (environmentally aware) economic perspective</li> <li>– Articulate and discuss the goals, principles and tools of environmental policy</li> <li>– Analyze the political dimensions of environmental policies</li> <li>– Appraise and expound on the various concepts and ideas of environmental sustainability and “green growth”</li> <li>– Use theoretical frameworks to examine environmental policy issues</li> </ul>
<b>2</b>	<b>Unit content</b> <ul style="list-style-type: none"> <li>– Principles of environmental economics (including externality, the public good, the “tragedy of the commons,” and the measurement and valuation of damage to the environment)</li> <li>– Environmental policy goals and principles</li> <li>– Instruments of environmental policy (ecotaxes, subsidies, the Coase theorem, carbon certificates, imposing of restrictions, and environmental liability)</li> <li>– Politics and the environment (the roles played by political actors and institutions, businesses, NGOs and the electorate)</li> <li>– The concepts of environmental sustainability and “green growth”</li> <li>– Current issues of environmental politics (such as international climate policy, Germany’s plan for a clean-energy future, renewable energies, and ecological modernization)</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars and case studies

**Sustainable Human Resource Management (Interdisciplinary)**

Unit 1: Sustainability Issues in HR Management

Unit 2: The Legal Environment for Sustainable HR Management

Number	Workload	Credits	Semester	When offered	Duration
WR 6.3	150 hrs	5 ECTS	6th	Summer semester	1 semester
1	<b>Coursework (hrs/week)</b> a) Interactive seminars: 3 b) Exercises: 1	<b>Contact hours</b> 4 hrs/week = 72 hrs		<b>Self-study</b> 78 hrs	<b>Language</b> German
2	<b>Course prerequisites</b> Formal: None Recommended: None				
3	<b>Type of Examination</b> Portfolio assessment				
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination				
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)				
<b>Unit 1: Sustainability Issues in HR Management</b>					
1	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"><li>– Demonstrate the value of sustainable HR management to the success of any business</li><li>– Articulate the core functions of sustainable HR management and discuss them critically with respect to the dynamics of often conflicting management and workforce goals</li><li>– Assess the principal explanatory and organizational approaches one can use to promote a sustainable workforce, and the related tools and measures that can be employed</li><li>– Apply the major tools of sustainable HR management in a business law environment</li></ul>				
2	<b>Unit content</b> <ul style="list-style-type: none"><li>– How to anchor sustainable personnel policies and practices within an enterprise to effectively balance the conflicting interests of management and the workforce</li><li>– Employee involvement and empowerment at the corporate and shop floor level</li><li>– A comparison of sustainable HR management programs, practices and policies in major corporations and small to midsize enterprises (SME)</li><li>– The impact of demographic change on managing and maintaining a sustainable</li></ul>				



	<ul style="list-style-type: none"> <li>– Implementing sustainability in HR functional areas (the staffing plan; human resources marketing, sourcing and retention; utilization and scheduling, especially in terms of hours, work-life balance and the prevention of long-term work-related health problems; workforce management and training; compensation and employer-sponsored benefits)</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars and practical exercises
<b>Unit 2: The Legal Environment for Sustainable HR Management</b>	
<b>1</b>	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"> <li>– Illustrate the relationship between a company's sustainable development and the enforcement of good and sustainable jobs, employment, and working conditions</li> <li>– Give examples of the standards and criteria that apply to socially sustainable working conditions and to the sustainable development of labor and employment policies</li> <li>– Identify what is good and sustainable employment and contrast this ideal with other employment relationships, particularly those of a precarious nature</li> <li>– Discuss the legal options available for sustainable employment and apply these to practical sample scenarios</li> </ul>
<b>2</b>	<b>Unit content</b> <ul style="list-style-type: none"> <li>– How sustainable employment relationships and working conditions interact with and promote a company's own sustainable development</li> <li>– Standards and criteria for socially responsible and sustainable employment</li> <li>– Sustainable labor-market and employment policies</li> <li>– Organizational requirements for sustainable employment and work conditions (e.g. transparency; affording the employees a say in business decisions; curtailment or alternatives to such precarious employment as temporary help, fixed-term hiring, and so-called minijobs; the relationship between performance and work; job satisfaction; work-life balance) and the available legal frameworks for supporting sustainability (flexible work hours and compensation models in particular)</li> <li>– Comparative case studies illustrating how sustainable employment conditions are designed and implemented in major corporations and small to midsize enterprises (SME)</li> <li>– Taking into account labor-market policy and demographic change when examining the prospects for making greater strides in the evolution of legal frameworks for creating good and sustainable jobs and employment conditions</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars and practical exercises

## **Sustainable Corporate Conversion, Succession and Insolvency with Restructuring (Interdisciplinary)**

Unit 1: The Law and Corporate Conversion, Succession and Insolvency with Restructuring

Unit 2: Business Aspects of Corporate Conversion, Succession, Insolvency and Restructuring

Number	Workload	Credits	Semester	When offered	Duration
WR 6.4	150 hrs	5 ECTS	6th	Summer semester	1 semester
1	<b>Coursework</b> Interactive seminars	<b>Contact hours</b> 4 hrs/week = 72 hrs	<b>Self-study</b> 78 hrs	<b>Language</b> German	
2	<b>Course prerequisites</b> Formal: None Recommended: None				
3	<b>Type of Examination</b> Written				
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination				
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)				
<b>Unit 1: The Law and Corporate Conversion, Succession and Insolvency with Restructuring</b>					
1	<b>Learning outcomes</b> Upon completion of this unit students will be able to: <ul style="list-style-type: none"><li>– Describe the legal options and implications of corporate conversions that involve universal or singular succession</li><li>– Explain the facts, circumstances, and legal ramifications surrounding corporate insolvencies and show the different means available under civil law to restructure and turn a business around</li><li>– Outline the aspects of corporate succession in terms of inheritance and company law, and discuss the different business succession planning options and resources</li></ul>				

2	<p><b>Unit content</b></p> <ul style="list-style-type: none"> <li>– Civil law requirements, alternatives and implications with respect to the reorganization of companies (conversions pursuant to the German Reorganization and Transformation Act (UmwG), such as mergers, demergers, changes of form and split-ups; conversions by way of singular succession; and the legal consequences that a corporate conversion will have for the involved companies, shareholders, creditors and employees)</li> <li>– The body of laws governing corporate insolvencies (main topic) and restructurings (facts and circumstances constituting insolvency; the process involved in and the legal implications of insolvency proceedings; questions of liability and contestation in the insolvency; and the legal aspects of corporate restructurings, with a particular focus on measures to raise fresh capital, subordination agreements, and the various forms of waiving or cancelling claims and debts outstanding)</li> <li>– The legal aspects of corporate succession (legal parameters of succession, including inheritance, family and company law; the various courses of action and organizational alternatives for the anticipated corporate succession from a civil law perspective; the relationship between succession arrangements for unincorporated businesses and corporations under company law, and dispositions concerning future inheritance; the laws governing inheritance and succession, compulsory portions of an inheritance, and marital property in conjunction with corporate succession; as well as the features of a business succession agreement)</li> </ul>
3	<p><b>Teaching Methods</b></p> <p>Interactive seminars</p>
<p><b>Unit 2: Business Aspects of Corporate Conversion, Succession, Insolvency and Restructuring</b></p>	
1	<p><b>Learning outcomes</b></p> <p>Upon completion of this unit students will be able to:</p> <ul style="list-style-type: none"> <li>– Explain the considerations and criteria when choosing an appropriate legal form, identify the business motives for converting or transforming a business, and describe the major tax implications of the various restructuring and reorganization measures</li> <li>– Illustrate the facts and circumstances that constitute insolvency and derive from these the requirements (from a business perspective) for preparing sustainable restructuring and turnaround plans</li> <li>– Discuss the business-related issues and problems associated with corporate succession and give examples of the management and operational tools used in succession planning</li> <li>– Recognize the opportunities and benefits available to businesses when they incorporate sustainability into decisions about conversions, succession, restructurings and recapitalization, and then develop appropriate strategies for doing so</li> </ul>

<p><b>2</b></p>	<p><b>Unit content</b></p> <ul style="list-style-type: none"> <li>– Corporate conversions and selecting the legal form from a business and tax-law perspective (important considerations when choosing the legal form and presenting the operational and business reasons for the restructuring; the underlying tax implications in connection with the conversion of sole proprietorships, unincorporated businesses and corporations under the German Conversion Tax Act (UmwStG), including mergers, demergers, changes of form and split-ups; and conversions by way of singular succession)</li> <li>– Crisis and recovery management in businesses (examining companies for excessive debt and the ability to meet their financial obligations; developing sustainable restructuring plans; and the principles of law and regulations governing the taxation of business restructurings)</li> <li>– Corporate succession from a business and tax perspective (succession planning for preserving the company and related planning objectives and tools; the various organizations and mechanisms involved in business and family governance; structural forms and alternatives for the succession with respect to liabilities under inheritance and income tax regimes; and the valuation of the company and shareholdings for civil-law and tax purposes in conjunction with a corporate succession)</li> <li>– The facet of sustainability as part of corporate conversions, successions, restructurings, and recapitalization</li> </ul>
<p><b>3</b></p>	<p><b>Teaching methods</b></p> <p>Interactive seminars</p>

**Social Law, Social Security and Socioeconomics (Interdisciplinary)**

Unit 1: Social Law and Social Security

Unit 2: Socioeconomics

Number		Workload	Credits	Semester	When offered	Duration
WR 6.5		150 hrs	5 ECTS	6th	Summer semester	1 semester
1	Coursework Interactive seminars		Contact hours 4 hrs/week = 72 hrs		Self-study 78 hrs	Language German
2	Course prerequisites Formal: None Recommended: None					
3	Type of Examination Written					
4	Requirements for the award of credit hours Passing grade on module examination					
5	Course share of final grade: 5 / 200 (= 2.5%)					
Unit 1: Social Law and Social Security						
1	Learning outcomes Students will be able to: <ul style="list-style-type: none"><li>– Discuss the legal foundations and principles of social security</li><li>– Articulate the systematics, structure and objectives of the body of social law</li><li>– Correctly interpret and ascribe the bases for entitlements to the pertinent regulations</li><li>– Productively use their sound understanding of the relevant social codes and statutes, and integrate the latest advances in the practice of law, new legislative developments, and the results of recent judicial decisions</li><li>– Effectively argue complex social law-related issues and solutions to specialists</li><li>– Reflect over and exercise good judgment about their own actions and behavior as a practitioner of law</li></ul>					
2	Unit content <ul style="list-style-type: none"><li>– Minimum basic income according to the German Code of Social Law II (SGB II) (including eligibility requirements, exclusions, the community of need (defined as a household of individuals who are responsible for one another); services and programs</li></ul>					

	<p>for job and career integration and encouraging employment; benefits to cover subsistence costs, including Type II unemployment benefits (ALG II), support payments to job seekers, and other entitlement programs; income and assets; services and benefits providing agencies, their jurisdictions and responsibilities; the duty to cooperate; as well as the application and approval process and other procedures)</p> <ul style="list-style-type: none"> <li>– Entitlements according to the German Code of Social Law III (SGB III) (an introduction to the fundamental aspects of the code; benefits under SGB III to cover subsistence costs; and services and benefits designed to promote workforce integration)</li> <li>– Assistance in acquiring occupational skills and qualifications</li> </ul>
<b>3</b>	<p><b>Teaching methods</b></p> <p>Interactive seminars</p>
<b>Unit 2: Socioeconomics</b>	
<b>1</b>	<p><b>Learning outcomes</b></p> <p>Students will be able to:</p> <ul style="list-style-type: none"> <li>– Discuss the concepts and recognize and differentiate the structures of the various agencies, providers and organizations involved in social management</li> <li>– Explain the process of organizational development, discuss the latest news and events within the field, and analyze organizational structures</li> <li>– Give examples of relevant organizational and management skills and their control functions as key elements of professional competence</li> <li>– Effectively exercise and reflect upon management duties and responsibilities in specific functional areas</li> <li>– Summarize and interpret the ethical dimensions of business and economic activity as they relate to the professional exercise of management duties within an organization, and deliberate how team and organizational processes affect social economics</li> </ul>
<b>2</b>	<p><b>Unit content</b></p> <ul style="list-style-type: none"> <li>– The system of public agencies and private providers of social services</li> <li>– Organizational analysis</li> <li>– Social management, project management, quality management and e-government</li> <li>– Organizational development</li> </ul>
<b>3</b>	<p><b>Teaching methods</b></p> <p>Interactive seminars</p>

**Corporate Governance and Sustainable Business / White-Collar Crime (Interdisciplinary)**

Unit 1: Corporate Governance and Sustainable Business

Unit 2: Laws Relating to White-Collar Crime

Number		Workload	Credits	Semester	When offered	Duration
WR 6.6		150 hrs	5 ECTS	6th	Summer semester	1 semester
1	<b>Coursework</b> Interactive seminars and practical exercises		<b>Contact hours</b> 4 hrs/week = 72 hrs		<b>Self-study</b> 78 hrs	<b>Language</b> German
2	<b>Course prerequisites</b> Formal: None Recommended: None					
3	<b>Type of Examination</b> Oral					
4	<b>Requirements for the award of credit hours</b> Passing grade on module examination					
5	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)					
<b>Unit 1: Corporate Governance and Sustainable Business</b>						
1	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"><li>– Explain the importance of corporate governance and corporate social responsibility (CSR) for delivering sustained success to management and businesses of every size</li><li>– Select and apply the appropriate tools to shape and implement good corporate governance and corporate social responsibility</li><li>– Analyze, manage and derive the benefits from the relationships and synergies between ethics, sustainability, corporate governance and corporate social responsibility</li><li>– Use case studies to develop decision making skills in the areas of corporate governance and corporate social responsibility</li><li>– Discuss and explain the value and opportunities inherent in being a sustainable business that has a minimal negative impact on the local or global environment</li></ul>					
2	<b>Unit content</b> <ul style="list-style-type: none"><li>– The theoretical foundations, parameters, goals and elements of corporate governance</li><li>– German and international corporate governance organizations and policies</li></ul>					

	<ul style="list-style-type: none"> <li>– Arrangements and mechanisms of internal corporate governance</li> <li>– Compliance and compliance management</li> <li>– Business ethics, values, norms and behavior, and the roles these play within the context of corporate governance</li> <li>– The aggregate of corporate culture and identity, including the corporate constitution, philosophy and codes of conduct, as an element of corporate governance</li> <li>– The fundamentals of corporate social responsibility (CSR), including its origins, hierarchies and spheres of action</li> <li>– The sustainability of entrepreneurship</li> <li>– Social return on investment</li> <li>– Case studies of corporate responsibility and good governance</li> <li>– Comparison of sustainable business in major corporations and small to midsize enterprises (SME)</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars and case studies
<b>Unit 2: Laws Relating to White-Collar Crime</b>	
<b>1</b>	<b>Learning outcomes</b> Students will be able to: <ul style="list-style-type: none"> <li>– Articulate the principles and basic concepts of business and commercial criminal law</li> <li>– Apply their knowledge of these laws to solving cases relating to white-collar crime</li> <li>– Relate the ethical background of white-collar crime, recognize and assess those criminal acts of a business nature committed within or by a company, and predict and describe the consequences</li> </ul>
<b>2</b>	<b>Unit content</b> <ul style="list-style-type: none"> <li>– The general part of German criminal law and its section covering general offenses against property and rights that have an economic value</li> <li>– Various white-collar criminal offenses (e.g. tax evasion, investment and subsidy fraud, money laundering, corruption, insolvency offenses, and financial and securities fraud)</li> <li>– Sanctions and consequences</li> </ul>
<b>3</b>	<b>Teaching methods</b> Interactive seminars and practical exercises



Pool A Required Elective (Interdisciplinary Law and Business)						
Number		Workload	Credits	Semester	When offered	Duration
WR 7.1		300 hrs	10 ECTS	7th	Winter semester	1 semester
1	Coursework Interactive seminars and practical exercises		Contact hours 8 hrs/week = 144 hrs		Self-study 156 hrs	Language German
2	Course prerequisites Formal: None Recommended: None					
3	Type of Examination Oral					
4	Requirements for the award of credit hours Passing grade on module examination					
5	Course share of final grade: 10 / 200 (= 5%)					
6	Learning outcomes In addition to the other learning outcomes for the specific module selected, students will be able to apply an interdisciplinary approach to examine and understand a practical case in point from a specialized field, and then develop the appropriate solution(s) for it.					
7	Course content – See the respective module for specific content. – The modules in Pool A are an interdisciplinary collection of electives from the fields of law and business administration with a concentration on one special area or subject. The range of electives offered in Pool A will include:  (1) School of Business and interdepartmental courses (e.g. Health Sector and Medical Law, Healthcare Industry Management, Banking and Real Estate Law, Banking and Real Estate Industries, Food Laws, and Food Industry Management)  (2) Comparable accredited courses from other colleges and universities					
8	Teaching methods Interactive seminars and practical exercises					

**Pool B Required Elective (Core Skills, Sustainability and Ethics)**

<b>Number</b>	<b>Workload</b>	<b>Credits</b>	<b>Semester</b>	<b>When offered</b>	<b>Duration</b>
WR 7.2	150 hrs	5 ECTS	7th	Winter semester	1 semester
<b>1</b>	<b>Coursework</b> Interactive seminars and practical exercises	<b>Contact hours</b> 4 hrs/week = 72 hrs	<b>Self-study</b> 78 hrs	<b>Language</b> German	
<b>2</b>	<b>Course prerequisites</b> Formal: None Recommended: None				
<b>3</b>	<b>Type of Examination</b> Oral				
<b>4</b>	<b>Requirements for the award of credit hours</b> Passing grade on module examination				
<b>5</b>	<b>Course share of final grade:</b> 5 / 200 (= 2.5%)				
<b>6</b>	<b>Learning outcomes</b> In addition to the other learning outcomes for the specific module selected, students will be able to apply an interdisciplinary approach to examine and understand a practical case in point from a specialized field, and then develop the appropriate solution(s) for it.				
<b>7</b>	<b>Course content</b> <ul style="list-style-type: none"> <li>– See the respective module for specific content.</li> <li>– The modules in Pool B comprise electives from the areas of core skills, sustainability and ethics. The range of electives offered in Pool B will include:               <ul style="list-style-type: none"> <li>(1) School of Business and interdepartmental courses (e.g. Team Training, Leadership Skills and Behaviors, Mediation (main topic), Public Speaking, Effective Negotiations and Discussions in International Business, Culture, Nutrition and Sustainability, and Environmental Management Systems)</li> <li>(2) Comparable accredited courses from other colleges, universities and institutions, such as the Virtual Academy of Sustainability (<a href="http://www.va-bne.de/">http://www.va-bne.de/</a>) (e.g. Logistics and Sustainability)</li> </ul> </li> </ul>				
<b>8</b>	<b>Teaching methods</b> Interactive seminars and practical exercises				

Bachelor's Thesis with Discussion and Defense						
Number		Workload	Credits	Semester	When offered	Duration
WR 7.3		450 hrs	15 ECTS	7th	Winter semester	1 semester
1	<b>Coursework</b> Writing a thesis with discussion and defense		<b>Contact hours</b> 2 hrs/week = 36 hrs		<b>Self-study</b> 414 hrs	<b>Language</b> German
2	<b>Course prerequisites</b> Formal: See § 8 Sec. 2 of these Examination Regulations Recommended: WR 1.5 (Academic Writing, Presentation and Project Management)					
3	<b>Type of Examination</b> Written bachelor's thesis (submitted bound and in two copies)					
4	<b>Requirements for the award of credit hours</b> Passing grade on bachelor's thesis Presentation of the research and findings as part of a discussion and defense					
5	<b>Course share of final grade:</b> 30 / 200 (= 15%) weighted double					
6	<b>Learning outcomes</b> <ul style="list-style-type: none"><li>– Students will be able to independently apply and use tools to compile and present research and findings on a particular subject in a scholarly manner.</li><li>– Within the prescribed period of time, students will be able to organize their work, use sound scientific methods to analyze the material, and present, discuss and defend their theses.</li></ul>					
7	<b>Course content</b> <ul style="list-style-type: none"><li>– Thesis guidelines and requirements, selecting the topic, and preparing and presenting the research and findings</li><li>– The bachelor's thesis will examine a problem or significant topic from the curriculum of this business law bachelor's degree program or associated field.</li></ul>					
8	<b>Teaching methods</b> Students will meet regularly with their advisors in the process of preparing to present, discuss and defend their theses and findings.					

## **Annex 3: Internship Program Regulations**

### **Internship Program Regulations for the Fulda University of Applied Sciences School of Business**

#### **§ 1 Applicability**

- (1) These formal regulations apply to work experience internships at companies and institutions (hosting organizations) for the following School of Business courses of study:
  - a) Bachelor's degree program:
    - International Business Administration (IBWL - BA)
    - Business Law – Sustainability and Ethics (WR - LL.B.)
  - b) Master's degree program:
    - Accounting, Finance, Controlling (AFC - MA)
    - International Management (IMA - MA)
    - Supply Chain Management (SCM - MA)
- (2) Details are set forth in the examination regulations and module catalog for each degree program within the School of Business.

#### **§ 2 Student status**

- (1) Students remain members of the university with all the associated rights and obligations throughout the term of the work experience internship. Students will follow the instructions necessary to achieve the internship goals and objectives that are given by the hosting organization and its designated officers, and will comply with the rules and regulations that apply to that organization, particularly its work rules, accident prevention regulations, and confidentiality and non-disclosure policies.
- (2) Students are not interns within the meaning of the Vocational Training Act (BBiG) and, for the duration of the internship, are not subject to the Labor-Management Relations Act (BetrVG), the Employee Representation Act (PersVG) or any other comparable German statutes.

#### **§ 3 Internship site supervision**

- (1) Students should be supervised and coached at the workplace by mentors who have appropriate training in the relevant subject area and who work in the hosting organization on a full-time basis.
- (2) Mentors should arrange and oversee an orientation to familiarize students with their duties and functional areas. In addition to being available as a personal contact for guidance and assistance, mentors should also support the students' learning process at the internship training venues.

#### **§ 4 Internship agreement**

- (1) Students will enter into an agreement with the organization providing the placement prior to the start of any work experience internship and will obtain the approval of the respective school or department (Internship and Career Center) before they sign the agreement.
- (2) The internship agreement will specifically set forth the students' responsibility to:
  - a) Take full advantage of the training opportunities offered.
  - b) Conscientiously perform all assigned tasks in conjunction with the internship action plan.
  - c) Follow the instructions given by the hosting organization and its designated officers.
  - d) Comply with the rules and regulations that apply to the hosting organization, particularly its work rules, accident prevention regulations, and confidentiality and non-disclosure policies.
  - e) Prepare and submit a report in accordance with the deadlines and requirements stipulated by their school or department that reflects the substance and activities involved in the work experience internship.
  - f) Report any absences from the internship site without delay.