

People Management and Digital Transformation

module description valid from 01.02.2026

General module information

module number	W.MSCBA_PMDT02.25
type of module	C-Core Module
module level	A-Advanced level
ECTS credits	6
module category	learning module (LM)
workload	
contact hours, in hrs	64.00
supervised self-study, in hrs	116.00
unsupervised self-study, in hrs	0.00
delivery / execution	spring semester
regularity of in-person classes	weekly
module coordinator(s)	Peter Kels (peter.kels@hslu.ch) Kai Dröge (kai.droege@hslu.ch)
teaching language	English

Record

record	<p>In this module, students explore how digital technologies are reshaping the world of work — today and in the future. They learn to examine digital transformation through sociological, organizational, and ethical lenses and to evaluate its implications for people management. Students gain a solid understanding of the key developments and drivers behind the digital transformation of society, work, and organizations. They learn to describe and critically analyze typical changes and challenges that organizations face in an increasingly digital work environment. Building on this foundation, students develop practical insights into how people management and decision-making supported by data and algorithms can actively and responsibly shape these transformations.</p> <p>Throughout the module, students deepen their expertise in a selected topic area of digital transformation through project-based learning. By the end, they are able to derive well-grounded design options and strategic recommendations for people management in digitally evolving organizations.</p>
---------------	--

Placement in the course of studies

degree programme / use	Master of Science in Business Administration Master of Science in Business Administration, Major People Management and Organization
further entry requirements	Completed Bachelor's degree, completed and successfully passed modules of the 1st semester

Module content

learning objectives	<p>Build expertise on the following topics: digital transformation, datafication and algorithmization, artificial vs. human intelligence, New Work, platform work, people analytics, digital ethics, corporate digital responsibility, Algorithmic Decision-Making (ADM)</p> <p>Develop topic/case-based insights and solutions to problems based on a profound literature review and an explorative empirical analysis.</p> <p>Research and document a topic using scientific methods (desk research, field research: e.g. interviews, text mining, content analysis, case study, netnography, depending on the project-specific research design).</p> <p>Presenting research results and develop text collaboratively.</p> <p>Develop a joint product.</p> <p>Critically reflect on organizational change and social/ethical challenges; assess technological developments based on relevant values and ethics standards.</p>
learning content and structure	<p>Transformation of Work</p> <ul style="list-style-type: none"> - New Work, Platform/Gig Work - Hybrid Work, AI and the future of work <p>Digital Transformation of People Management: People Analytics</p> <ul style="list-style-type: none"> - Basics, Application Areas, Ongoing Debates - Practical Implications: Use Cases, Risks and Non-Intended Side Effects <p>Ethical Implications</p> <ul style="list-style-type: none"> - Digital Ethics (Data and Algorithms)
teaching and learning methods	seminar, exercises, lecture, coaching, discussion, case studies, guest lectures, individual work, group work, project dissertation, online training, compulsory reading
Learning objectives acc. the competency model	<p>Graduates demonstrate the subject-expertise required to manage organizations in their field of business.</p> <p>Graduates apply research-based problem-solving skills.</p> <p>Graduates critically evaluate the impact of their solutions.</p> <p>Graduates present research-based solutions through functionally appropriate forms of communication.</p> <p>Graduates demonstrate resilience when confronted with difficult individual, societal, and international business team situations.</p>

Assessed assignment

grading scale	HSLU.Halbe Noten
examination/assessment 1	
art	written examination/assessment
form	assessed assignment

time	during the semester/block week
in group	Yes
scope	20.00 Page(s)
weighting	50 %
electronic	no
comments	Research-based project work as a group
evaluation criteria	1. Content (30% of the total grade) 2. Methods (10% of the total grade) 3. Form & Language (10% of the total grade)
examination/assessment 2	
art	oral examination/assessment
form	presentation
time	during the semester/block week
in group	Yes
scope	30.00 Minute(s)
weighting	20 %
electronic	no
comments	Presentation and discussion of the group work (in class)
evaluation criteria	Presentation & Discussion (20% of the total grade)
examination/assessment 3	
art	oral examination/assessment
form	assessed assignment
time	during the semester/block week
in group	No
scope	3.00 Minute(s)
weighting	30 %
electronic	no
comments	A 3-5-minute audio podcast, discussing a specific aspect of the group's project (individual work).
evaluation criteria	1. Contents podcast (20% of the total grade) 2. Form & Language Podcast (10% of the total grade)

Comments

comments	The implementation modalities may be adjusted by announcing the framework conditions for the module examinations.
-----------------	---

Created: 30.01.2026

Module code: W.MSCBA_PMDT02

Version: 1.0