

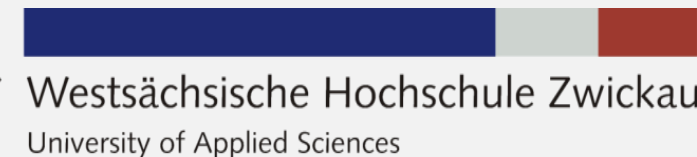
**SHARPEN**  
HRM4smes

**INTENSIVE STUDY PROGRAMME WEEK (ISP)**

AT WESTSÄCHSISCHE HOCHSCHULE (WHZ)  
UNIVERSITY OF APPLIED SCIENCES  
ZWICKAU / GERMANY

**3 - 7 APRIL 2017**





What was good?

What can be improved?

How can your further learning be supported?



**STRUCTURE AND PROCESS OF OUR  
LEARNING MODULE 2017:**



Phase 1	Phase 2 Intensiv Study Programme	Phase 3
<p>22 February - 31 March</p> <p>HRM-Theory, start working on HR-projects</p>	<p>3 April - 7 April at University of Applied Sciences in Zwickau/Germany</p> <p><b>SMEs and students work cross-cultural on HR-projects</b></p>	<p>10 April – 2 June</p> <p>Completion of HR-projects, production the practical output</p>

- After returning to the home countries, all teams are continue working on their own project tasks:
- Integration of information and experience from the ISP into the own projects
- Developing of the Project content and results
- Preparing conclusions for the SMEs
- Preparing conclusions for SMEs in Europe
- Developing 5 Online video sessions for all: Presentation of the project results and conclusions (each country team develop one video session)
- Formulate contents for the e-handbook

### Joint completion of the first learning module (online)

- Written project report (group work) and presentation for the Project teams (Phase 2 and 3)

**Scope:** Research and study the SMEs of the assigned region

**Deliverable:**

- Team Report (12.000 words per team)
  - Information about SMEs, the chosen industry in research, the challenges and the focal area for the project.
  - Description of the methodology of study, data collection etc.
  - Learning reflection
  - Develop the HRM tool /model that address the identified gap in the focal area - website
  - Case Study in the format and structure required for the e-Handbook
- Video to explain about the tool and its application to SMEs
- Final team presentation through virtual environment



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