Co-determination – An interdisciplinary concept to train PhD students from different disciplines

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Agenda

- Motivation
- Target group
- Overview
- Modules
- Learning objectives
Motivation

- Industry 4.0 will affect **all sectors** of the working world
- Lack of qualification outside the technological sectors
- Longstanding cooperation between the Chair of Production Systems and the Office of Cooperation RUB/Industrial Metal Union
- **Socio-technical** Learning Factory offers a holistic learning experience (T-O-P)

Conrad et al. “Co-determination – An interdisciplinary concept to train PhD students from different disciplines”
Target group

- PhD students from all over Germany
- different scientific backgrounds
- interested in Industry 4.0
- scholarship holders
- who do not intend to stay in the academic field but
- want to work in NGOs, administrations or enterprises.

Conrad et al. “Co-determination – An interdisciplinary concept to train PhD students from different disciplines”
### Overview

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<td>- Project management</td>
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<td>- Agility: meaning and use</td>
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4 modules à 2 days
1. Co-determination and the new working world 4.0

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- Common ground for the following modules
- Networking between different disciplines
- Simulation games
  - different roles and perspectives
  (works’ councils, management, logistics, assembly, sales etc.)

LPS Learning Factory
2. Digitalization, assistance systems and re-organization of work

- **Focus on assistance systems**
  - Practical experiences
  - Interface between human, technology and organization
- **Simulation game with 5 exercises**
- **Reflection and discussion**
  - **chances** and **challenges** of assistance systems
  - **Involvement** and **participation** of employees
3. Management of knowledge

- Knowledge is often lost or left unused
- Ownership of knowledge? Classification of jobs? Changes of salaries?

APPaist: adaptive assistance system and learning tool (LPS)
4. Agile project management

- Agility = ability to act purposefully in a volatile, uncertain, complex environment

- Agile project management requires redesign of organizations and processes towards transparency, flexibility and self-responsibility
  - Work-life-blending, subjectification, digitalization = key features of a new working world 4.0
Learning objectives

Participants will…

- gain first insights into shaping **processes**, organizing **projects** and employing models of **knowledge management**, 
- gain knowledge about **concepts of management** oriented towards **co-determination** and **participation**, 
- practically experience **new technologies** and 
- be **sensitized** to their chances and challenges for the changing working world.
Thank you for your attention!

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