

7.00 credits

45.0 h

Q1 and Q2

Teacher(s)	Dumay Xavier ;Glinne-Demaret Harmony ;Glinne-Demaret Harmony (compensates Dumay Xavier) ;Guilmot Nathalie (compensates Dumay Xavier) ;
Language :	French
Place of the course	Louvain-la-Neuve
Learning outcomes	
Evaluation methods	Students are evaluated in two ways A/ A group work aiming at developing your competence to accompany and evaluate the implementation of an HRM practice (60%) B/ Carrying out two individual case studies during the year (40%) The use of IAgeneratives is forbidden
Teaching methods	The course aims to encourage interactivity with students in order to benefit from a shared experience. To this end, the course combines lectures, group discussions, practical exercises, case studies and group work. Given the exceptional situation resulting from the COVID-19 epidemic, the course will alternate between face-to-face and remote sessions according to a schedule that will take into account the evolution of the epidemic.
Content	The course content is organized around the following themes: Human management Recruitment and selection process Personnel appraisal Leadership Creativity and innovation in business HR change management Negotiation process
Inline resources	All resources used in the course will be available through Moodle.
Bibliography	<ul style="list-style-type: none"> <li>• Guerrero S. 2009. <i>Les Outils des RH. Les savoir-faire essentiels en GRH</i>. Paris : Dunod</li> <li>• Hosdey A. 2010. <i>Pour des entretiens d'évaluation efficaces</i>. Bruxelles : edipro</li> <li>• Levy-Leboyer C. 2011. <i>Evaluation du personnel</i> (7e édition). Paris : Eyrolle</li> <li>• Dejoux C. 2013. <i>Gestion des compétences et GPEC</i>. Paris : Dunod</li> <li>• Dejours C. et Thévenet M. 2010. <i>La gestion des talents</i>. Paris : Dunod.</li> <li>• Dorbes Lecoeur E. 2015. <i>Gérer les compétences et les talents. Le guide pratique</i>. LLN : de Boeck supérieur.</li> <li>• "Conduite du changement: concepts clés" de Autopsier, Vandangeon et Vas (Edition Dunod)</li> <li>• "Le changement agile" de Autissier et Moutot (Edition Dunod)</li> <li>• "Le pilotage du changement" de Colletterte, Laurier et Schneider (Presses de l'Université du Québec)</li> <li>• "La Boîte à outils des Ressources Humaines " de <a href="#">Annick Haegel</a> (Edition Dunod)</li> <li>• Isabelle Galois-Faurie, Alain Lacroux« « Serious games » et recrutement : quels enjeux de recherche en gestion des ressources humaines ? », @GRH2014/1 (n° 10), p. 11-35.</li> <li>• Moez Ben Yedder <i>et al.</i>, « Le CV anonyme : les visions des DRH », <i>Management &amp; Avenir</i> 2011/3 (n° 43), p. 253-264.</li> </ul>
Faculty or entity in charge	EDEF

<b>Programmes containing this learning unit (UE)</b>				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Master [120] in Education (shift schedule)	FOPA2M	7		