


Teacher(s)	Caesens Gaëtane ;
Language :	French
Place of the course	Louvain-la-Neuve
Learning outcomes	
Evaluation methods	<p>Part A. Competency assessment</p> <p><u>First session :</u> The evaluation covers:</p> <ol style="list-style-type: none"> 1. Carrying out work in sub-groups (Case analysis, interview with a professional, oral presentation, active participation) [35% of the grade for the part « Competency assessment »] 2. Individual written exam with closed notebooks composed of an open question aiming to evaluate the knowledge and mastery of the different concepts, theoretical models and the application of these models [65% of the grade for the part « Competency assessment »] <p>The final grade will therefore take into account the achievement and active participation in groups and preparation sessions.</p> <p><u>Second session :</u> The evaluation covers:</p> <ol style="list-style-type: none"> 1. Carrying out individual work (Case analysis, interview with a professional) that will be presented in an oral exam (with questions on the work) [35% of the grade for the part « Competency assessment »]. 2. Individual written exam with closed notebooks composed of an open questions aiming to evaluate the knowledge and mastery of the different concepts, theoretical models and the application of these models [65% of the grade for the part « Competency assessment »] <p>Part B. Competency development</p> <p>For both sessions (January and September), the evaluation will be done through an individual written examination with closed booklets composed of open-ended questions aimed at evaluating the knowledge and mastery of the different concepts, theoretical models and the application of these models.</p> <p>Final Grade</p> <p>For psychology students, the final mark is the weighted average of the marks for Part A (“Competency assessment” part) and for Part B (“Competency development” part). In the overall final grade, part A is worth 10/20 and part B is worth 10/20.</p> <p>All the modalities related to the certification evaluation are available on the course website on the Moodle platform</p>
Teaching methods	<p>Part 1. Competency assessment</p> <p>The course is based on the active participation of students and alternates :</p> <ul style="list-style-type: none"> - Lectures - Carrying out work in sub-groups (oral presentation in front of students and the teacher) that involves a case analysis and an interview with a professional - Supervisions with the teacher - The intervention of a professional <p>Part 2. Competency development</p> <p>The course is based on the active participation of students and alternates :</p> <ul style="list-style-type: none"> - Lectures giving the students the necessary theoretical basis - Case analysis and practical exercises - The intervention of a professional
Content	<p>Part 1. Competency assessment</p> <ol style="list-style-type: none"> 1. The notion of “competency” 2. Main assessment methods: references, CV and biographical data, traditional interview, structured interviews, cognitive skills (general aptitude and specific aptitudes), 360° feedback, assessment center, personality test. 3. Assessing skills: psychometric qualities, social acceptance (justice), and so on. 4. Competency assessment in organizations: recruitment and selection, performance management, career management <p>Part 2. Competency development</p> <ol style="list-style-type: none"> 1. History and actors of training

	<p>2. Training as a process (needs analysis, training design, training evaluation)</p> <p>3. Principles of learning</p> <p>4. Digitalization and training</p> <p>5. Motivation in training</p> <p>6. Transfer of training</p> <p>7. Organizational socialization</p>
Inline resources	Moodle
Bibliography	<p>Partie Evaluation des compétences</p> <ul style="list-style-type: none"> • Laberon, S. (2011). Psychologie et recrutement: Modèles, pratiques, et normativités. Bruxelles: De Boeck • Lévy-Leboyer (2007). Evaluation du personnel: Quels objectifs? Quelles méthodes? Paris: Editions d'Organisation. <p>Partie Développement des compétences :</p> <ul style="list-style-type: none"> • Carré, P. & Caspart, P. (2017). Traité des sciences et des techniques de la formation (4ème édition). Paris: Dunod • Rivard, P., & Lauzier, M. (2013). La gestion de la formation et du développement des ressources humaines. Presse de l'Université du Québec. • Saks, M. A., & Haccoun, R. (1995). Managing performance through training and development. Scarborough, Canada : Thomson.
Other infos	<p>The following course(s) provide important foundations for understanding and integrating this course:</p> <p>LPSP1321: Psychology of human resources</p> <p>LPSP1211: Psychometrics</p> <p>LPSP1011: Statistics: descriptive analysis of quantitative data</p> <p>LPSP1209: Statistics, inference on one or two variables</p> <p>The course is given in French, but a set of English slides is available for international students: no</p> <p>The core reading for the course is in French, but equivalent core reading is available for international students in English: yes</p> <p>The written exam and oral presentations are in French.</p> <p>However, international students taking this course:</p> <ul style="list-style-type: none"> • Will be allowed to use a dictionary when taking the written exam in French: yes • Will be allowed 33% more time when taking the written exam in French: no • Are provided with the opportunity to take the written exam in English: no • Are provided with the opportunity to take an alternative oral exam in English : no
Faculty or entity in charge	EPSY

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Master [120] in Psychology	PSY2M	6		
Master [120] in Human Resources Management	GRH2M	5		