

5.00 credits

30.0 h + 10.0 h

Q1

Teacher(s)	Léonard Evelyne ;
Language :	French
Place of the course	Louvain-la-Neuve
Learning outcomes	
Evaluation methods	<p>The assessment of the course is based on two components:</p> <ul style="list-style-type: none"> A group oral presentation (50%). A written group assignment (50%). <p>Your work consists in original production on your part. Even if you use the help of a conversational robot, for instance, your work must demonstrate scientific soundness, be based on reliable and high-quality sources, provide original data when the assignment requires empirical work, and clearly show the stages of your reasoning. The evaluation criteria that I provide precisely indicate what I expect.</p>
Teaching methods	<p>The course requires students' active participation.</p> <p>Each of the steps involves group activities, with several deadlines for groups to deliver a paper or presentation. Each of these steps will contribute, step by step, to the final assignment.</p>
Content	<p>Objectives</p> <p>The course aims at developing future managers' capacity to understand what human resource management is, and their capacity to analyse how it works in 'real-life situations', to evaluate practices and propose improvements if needed.</p> <p>It provides keys to interpreting human resource management practices, their challenges, their contributions and their limits, in their organisational context. On this basis, students will be able to grasp the strengths and weaknesses of these practices, and then propose recommendations.</p> <p>In practice, at the end of the course, students will be able to:</p> <ol style="list-style-type: none"> 1. Present one field of human resource management and the challenges that it raises for the various actors involved, precisely and on the basis of scientific literature; 2. Observe practices and challenges by collecting relevant data in an organization; 3. Analyse these practices and their challenges, with a view to propose recommendations. <p>In addition, the methods used in the course contribute to the development of students' capacities for teamwork, public expression and presentation of findings in a clear and unbiased manner.</p> <p>Contents</p> <p>The course goes through four main stages:</p> <ol style="list-style-type: none"> 1. Step 1 - Discovering human resource management (HRM) - What is it about? 2. Step 2 - Going deeper into one field of HRM - How does it work? 3. Step 3 - Observe in 'real-life' practice - What do organisation members say? Collect data. 4. Step 4 - Describe, analyse, evaluate - How does 'real-life' HRM work? Interpret and discuss data, imagine recommendations.
Inline resources	<p>The course website on Moodle provides a lot of information and resources. However, participating in the sessions in the classroom and in the group activities is necessary to attain the course objectives.</p>
Faculty or entity in charge	CLSM

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Master [60] in Management	GEST2M1	5		