

PEOPLE MANAGEMENT

LANGUAGE :

English & French

PREREQUISITES :

Introduction to HRM and organizational theory or equivalent

TEACHING METHODS :

Various methods: see specific course descriptions

EVALUATION**METHODS:**

Group and individual work, group and individual presentations and examinations



CONTENU

The objective of this component is to propose frameworks and practices to understand how HRM and organisational policies are defined (scope and means) and the short, medium and long-term effects they have on individuals (employees and employers), organisations and institutions. In short, the major allows students to understand and act on the human dimensions of modern management.

The two parts of the major allow students to consider HRM and intervention in organizations from complementary levels of analysis and action: individual, collective and organizational.

In the first part, at the organizational level, the diagnostic tools of organizations are studied as well as the question of change management; at a more individual level, the question of how people experience management and organizational practices will be examined.

The second part of the major, at the organizational level, will focus on how an HRM strategy is developed and some contemporary issues specific to the field (such as diversity management); at the individual and collective level, students will learn the dynamics of the (behavioural) relationship that exists between them and the organization.



5 MANDATORY COURSES

- Diversity Management
- Change Management and Leadership
- Strategic Human Resource Management
- Diagnostic organisationnel
- Sociologie clinique du travail

Acquired Skills :

A journey that combines theory and practice, reflective and pragmatic approaches, analytical and experiential postures in order to develop the skills necessary for human management.

Careers Opportunities:

The major offers students many opportunities to experience real work situations as well as professional and business cases. Through the courses offered, the major also introduces students to the challenge and conditions of human management.