

6.0 credits	60.0 h	1q
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Teacher(s) :	Dubois Michaël ; Delobbe Nathalie ;
Language :	Français
Place of the course	Louvain-la-Neuve
Main themes :	<p>The principal topics which will be broached are the following:</p> <ul style="list-style-type: none"> <li>- Approach of the competency concept (and concepts related to);</li> <li>- The role of evaluation and competences development in the management of human resources in an organization/institution, according the different organizational characteristics?</li> <li>- Preliminaries to the evaluation and development of competences (function analysis, function description, competences referential, etc.);</li> <li>- Goals of the evaluation and development of competencies (recruiting and selection, promotion and transfer, career management, certification/validation of competences, internal and external mobility, potential detection, evaluation of performances at work, detection of training needs, standby/anticipation of competences, etc.);</li> <li>- Fields of the evaluation (personality, professional interests, motivations, abilities, knowledge, competencies, performance, etc.), methods of evaluation (references, CV, biographical inventory, interviews, psychotechnical tests, 360 feedback, assessment centers, situational judgment test, professional assessment, etc.), their psychometric qualities and their social acceptance;</li> <li>- Methods of competences development (classical trainings, hands-on training, trainings, e-learning, tutorial, coaching, etc.);</li> <li>- Stages of a process of competences development (needs analysis, choice of the method, a posteriori evaluation, etc.);</li> <li>- Etc.</li> </ul>
Aims :	<p>On the one hand, the goal of this course is to present, describe, analyze and criticize the evaluations methods of workers, both on their theoretical basis, metric quality and social acceptance. On the other hand, this course aims at making the students sensitive to the logic of competences development in a given organization, in relation with de management policy of the human resources and the organizational context in which it is part.</p> <p>At the end of this course, the student should be able to answer to the numerous operational questions that this course will broach: which are the needs covered by the evaluation? Which methods are available to describe individual characteristics? How to choose between these methods and based on which criteria? What is the nature of the information brought by the evaluation methods? How to use them? Which are the methods of competences development available for organizations? How to set up a process of competences development of the personnel? Etc.</p> <p><i>The contribution of this Teaching Unit to the development and command of the skills and learning outcomes of the programme(s) can be accessed at the end of this sheet, in the section entitled "Programmes/courses offering this Teaching Unit".</i></p>
Content :	<p>On the one hand, the goal of this course is to present, describe, analyze and criticize the evaluations methods of workers, both on their theoretical basis, metric quality and social acceptance. On the other hand, this course aims at making the students sensitive to the logic of competences development in a given organization, in relation with de management policy of the human resources and the organizational context in which it is part.</p> <p>At the end of this course, the student should be able to answer to the numerous operational questions that this course will broach: which are the needs covered by the evaluation? Which methods are available to describe individual characteristics? How to choose between these methods and based on which criteria? What is the nature of the information brought by the evaluation methods? How to use them? Which are the methods of competences development available for organizations? How to set up a process of competences development of the personnel? Etc.</p> <p>The principal topics which will be broached are the following:</p> <ul style="list-style-type: none"> <li>- Approach of the competency concept (and concepts related to);</li> <li>- The role of evaluation and competences development in the management of human resources in an organization/institution, according the different organizational characteristics?</li> <li>- Preliminaries to the evaluation and development of competences (function analysis, function description, competences referential, etc.);</li> <li>- Goals of the evaluation and development of competencies (recruiting and selection, promotion and transfer, career management, certification/validation of competences, internal and external mobility, potential detection, evaluation of performances at work, detection of training needs, standby/anticipation of competences, etc.);</li> <li>- Fields of the evaluation (personality, professional interests, motivations, abilities, knowledge, competencies, performance, etc.), methods of evaluation (references, CV, biographical inventory, interviews, psychotechnical tests, 360 feedback, assessment centers, situational judgment test, professional assessment, etc.), their psychometric qualities and their social acceptance;</li> <li>- Methods of competences development (classical trainings, hands-on training, trainings, e-learning, tutorial, coaching, etc.);</li> <li>- Stages of a process of competences development (needs analysis, choice of the method, a posteriori evaluation, etc.);</li> <li>- Etc.</li> </ul> <p>Method: ex-cathedra courses, works with assistance session and case study.</p>

<p>Other infos :</p>	<p>Evaluation:                      - individual work or/and in small groups                      - individual exam on the course                      Support:                      PowerPoint seen during the course                      Lectures portfolio: Aubret, j., &amp; Gilbert, P. (2003). L'évaluation des compétences. Sprimont: Mardaga. Et Lévy-Leboyer C. (2005).                      Evaluation du personnel: quels objectifs? Paris : Editions d'Organisation</p>
<p>Cycle and year of study :</p>	<p><a href="#">&gt; Master [120] in Psychology</a>  <a href="#">&gt; Master [120] in Human Resources Management</a></p>
<p>Faculty or entity in charge:</p>	<p>PSP</p>