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Teacher(s) :	Donis Céline (compensates Taskin Laurent) ; Taskin Laurent ;
Language :	Français
Place of the course	Mons
Main themes :	<p>The course is constructed around an analysis framework including three distinct dimensions but which are in interaction :</p> <ul style="list-style-type: none"> - The context enables to understand the emergence and the current development of the HRM function and practices ; -- The strategy illustrates the relation between the context, the business strategy and the definition of an HRM policy ; -- HRM policies introduce to major HRM systems, both in their concrete modalities and in their individual and organizational issues
Aims :	<p>The student will be able to :</p> <ul style="list-style-type: none"> -- Identify the HRM policies to address issues of organizational behavior, in a given context ; -- Develop a critical analysis of a situation of HR management in systemic and strategic terms and, identify its influence on behaviors within organization ; -- Apprehend the techniques and methods of HRM that support the conduct and development of individuals and teams within organization <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>
Evaluation methods :	<ul style="list-style-type: none"> -- Written exam -- Case study
Teaching methods :	<p>Lectures, presentations and also debates with professionals</p> <p>Case study within an organization in groups of 4 to 5</p>
Bibliography :	<ul style="list-style-type: none"> -- TASKIN L. et DIETRICH A. (2016), Management humain. Pour une approche renouvelée de la gestion des ressources humaines et du comportement organisationnel, Bruxelles : De Boeck. -- AUBERT N. et al. (1992), Management, aspects humains et organisationnels, Paris : P.U.F. -- CADIN L., GUERIN F., PIGEYRE F. (2007), Gestion des Ressources Humaines: Pratique et éléments de théorie, Paris: Dunod KNIGHTS D., WILLMOTT H. (2007), Introducing Organizational Behaviour and Management, London: Thomson.
Faculty or entity in charge:	BLSM

Programmes / formations proposant cette unité d'enseignement (UE)				
Intitulé du programme	Sigle	Credits	Prerequis	Acquis d'apprentissage
Bachelor in Business Engineering	INGM1BA	5	-	
Bachelor in Management	GESM1BA	5	-	
Bachelor in Political Sciences: General	SPOM1BA	5	-	
Bachelor in Human and Social Sciences	HUSM1BA	5	-	
Bachelor in Information and Communication	COMM1BA	5	-	
Master [120] in Public Administration	ADPM2M	5	-	