UCL Université catholique de Louvain

LECGE1321
2010-2011

Human Management

4.0 credits	30.0 h + 15.0 h	2q

Teacher(s) :	Delobbe Nathalie ; Charlier Philippe (compensates Delobbe Nathalie) ;
Language :	Français
Place of the course	Louvain-la-Neuve
Main themes :	It aims to: - give an overview of the theoretical notions relevant to understanding the behaviour and reactions of individuals and groups within an organisational context; - develop students' ability to analyse human behaviour within organisations, integrating relevant contributions from other disciplines and methods; - encourage students to question the way in which individuals and groups function and are managed within organisations; - make students aware of the interpersonal dynamics within the workplace and give them experience of working within a group context (on case studies and field studies).
Aims :	The general objective of this course is to introduce students to "Human Management in Organisations". *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".*
Content :	The course revolves around - lectures (entire group) - individual work of reading - work groups framed on the basis of written materials: case study (Sessions), monograph, stories of EXPERIENCE - a field study in an organization, based on a specific theme and development of investigative tools - to work individually to develop a diary of operation of the group. Three approaches will be discussed: - organizational psychology - the management of human resources - the clinical sociology Part 1. The organizational psychology I. General framework - Positioning psychological, sociological and psychological analysis in human behavior in organizations. - Approches explanatory behavior at work: Situationism, personalism, interactionism. II. Themes addressed 1. Perceive and judge others. Selects How does one deal and there information, especially information relating to our social environment - Dynamic processes of perception and interpretation - Bias and heuristics guiding perception - - The causal attribution of behavior - Implications for selection and evaluation of staff 2. Work motivation. Why is it? What are the factors that support or weaken the motivation to work? - Behaviourist approach of motivation - Theories of needs: Maslow, Herzberg, ... - Theories Process Vroom, Adams, ... - Implications for the organization of work and remuneration policies 3. Authority and leadership. Why do some exercise a powerful influence on others? - Distinction between leadership, authority, power. - The sources of leadership: personality traits, status, ... - The dimensions of leadership: people and the task - - The leadership styles considered effective leadership democratic, inclusive leadership, adaptive leadership, situational leadership, transformational leadership, ... 4. Dynamic factors and effectiveness in the groups - different types of group - The stages of group dynamics - Structuring roles, standardization and communication in a group - Factors affecting the functioning and effectiveness of a group Part 2. Human Resources Management I. General framework - Components of the functioning of organizations: strategy, structure, culture, skills and systems

- Definition and functions of HRM
II. Macro-economic and macro-social impact of the Human Resources Management
- Evolution of the business environment
- changing patterns of work organization
- Trade unionism, industrial relations and their development
- Impact of these developments on human resources and people management in enterprises
III. Micro-economic and micro-social consequences of human resource management
- Policy change management personnel in companies
- The organizational change in relation to HR policies
IV. Synthèse

Part 3. Clinical sociology
I. This general framework for the student to become more aware of the comprehensive analysis and clinical situations of work.
To this end, the course aims to:
- Develop the relationship subjective and social dimensions of organizational functioning
- Develop the capacity for critical analysis of situations where there is self-involved as a player
- to get acquainted interpersonal dynamics in the world of work, and some forgotten dimensions of organizational life.
II. The question of the institution
- Rules and Procedures - Power
- authority and legitimacy
- Institutional Paradoxes
III. The question of existence
- Motivation and search for performance
- cost of excellence: stress, depression, burn-out

Other infos :	Evaluation : The evaluation of the Organisational Psychology component involves: - preparation for and of group exercises which are a condition of entry to the final examination; - a "log book": a piece of personal work to be handed in by the day of the examination; - a final evaluation of knowledge acquired during the course (one theoretical question and one mini-case study) The evaluation of the Human Resource Management component involves: - active student participation going beyond the theoretical presentations given within the course, by means of case discussions and documents and during a "debate" organised with company directors and human resource managers ; a final written examination at the end of the year (one written exam for the three parts of the course)
Cycle and year of study :	> Bachelor in Engineering > Bachelor in Psychology and Education: General > Bachelor in Ancient and Modern Languages and Literatures > Bachelor in Information and Communication > Bachelor in Philosophy > Bachelor in Law > Bachelor in Engineering : Architecture > Bachelor in Ancient languages and Literatures : Classics > Bachelor in Modern Languages and Literatures: German, Dutch and English > Bachelor in French and Romance Languages and Literatures : General > Bachelor in Motor skills : General > Bachelor in Human and Social Sciences > Bachelor in Modern Languages and Literatures : General > Bachelor in Sociology and Anthropology > Bachelor in Political Sciences: General > Bachelor in History of Art and Archaeology : General > Bachelor in Ancient Languages and Literatures: Oriental Studies > Bachelor in Mathematics > Bachelor in History > Bachelor in Biomedicine > Bachelor in Pharmacy > Preparatory year for Master in Management > Bachelor in Computer Science > Bachelor in Economics and Management > Bachelor in Religious Studies > Preparatory year for Master in Human Resources Management > Master [120] in History
Faculty or entity in charge:	ESPO