

5.0 credits

30.0 h

Teacher(s) :	Léonard Evelyne ;
Language :	Français
Place of the course	Louvain-la-Neuve
Aims :	<p>At the end of the class, students, as future managers, should be able to identify and understand which representations of organisations and of people lead human resource management practices. More precisely, they should be able to:</p> <ul style="list-style-type: none"> - Understand major models of organisational thinking and human resource management - Use these models to analyse real-life situations (company cases) - And, finally, identify strengths and weaknesses in order to propose improvements. <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>Contents</p> <ul style="list-style-type: none"> - general introduction, definitions and concepts - four models of organisational thinking and human resource management: mechanistic, contingent, culturalist, political. For each model, the course successively considers the underlying main theories, the characteristics of the model, implications for human resource management, and strengths and limits - synthesis and conclusions <p>Method</p> <p>This course combines:</p> <ul style="list-style-type: none"> - lectures - preparations and presentations in small groups on cases or readings - conferences by human resource managers <p>Students' active participation is required</p>
Other infos :	<p>Evaluation : Class participation and oral examination, in French or English</p> <p>Support : Slides provided through icampus</p> <p>References : Provided during the class</p>
Cycle and year of study :	<p>> Master [120] in Information and Communication Science and Technology</p> <p>> Master [60] in Management</p> <p>> Master [120] in Computer Science</p> <p>> Master [60] in Computer Science</p>
Faculty or entity in charge:	CLSM