LLSMS2104

2010-2011

Advanced Human Resource Management

5.0 credits	30.0 h	1q

Teacher(s) :	Bonny Gaëtan ; Léonard Evelyne ;
Language :	Anglais
Place of the course	Louvain-la-Neuve
Main themes :	The course forms in the clinical analysis of " people management ". It analyses - the main methods and practices of the HRM : selection and recruitment, evaluation, management of the careers, etc.; - the main methods and processes in "people management": work motivation; power and authority; leadership; interpersonal relations and communication; group dynamics and teams; empowerment; organizational learning and change. The course gives a central importance for the way the persons live these practices in their concrete working context. It will make sensitive the students in the clinical method, as a method of understanding and sense-making of the human experience.
Aims :	At the end of the course, students must be able to - understand the different methods and practices of "People management" and "Human Resources Management"; - identify the main psychological and socio-political issues of these practices, on the base of a clinical analysis of real work situations; - draw an action plan to improve or change these situations in a more ethical direction. *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 :	Lectures, case studies, individual and group research work. The course requires students active preparation and participation. Content See above "scope of the activity"
Other infos :	Prerequisites (ideally in terms of competiencies) Evaluation : Class participation and oral examination, in French or English Support : Slides provided through icampus References : Provided during the class
Cycle and year of study :	> Master [120] in Management > Master of arts in Business engineering
Faculty or entity in charge:	CLSM