

15.0 credits

45.0 h

Teacher(s) :	Dion Delphine (compensates Taskin Laurent) ;
Language :	Français
Place of the course	Mons
Prerequisites :	MGEHD2113 ' Human Resource Management
Main themes :	<p>--</p> <p>The basic objectives will be pursued through the study of various HRM strategy models. Beyond the in-depth study of the conventional HRM policies (recruitment and selection, employment management planning, performance management, HR development, etc.), the current trends in HRM will be analysed (e.g. management of welfare at work, managing diversity, the war for talent and new policies to attract and retain it, social dialogue). Finally, students will critically examine the HRM role and policies and address the following topics, among others: Discipline and involvement; Ethics, justice and HRM; Objectives of strategic management.</p> <p>--</p> <p>Practical work in groups encouraging students to study HRM practices developed within an organisation and produce a critical analysis and alternative proposals in line with the actual or envisaged company strategy.</p>
Aims :	<p>On completion of this course, students will be able:</p> <p>--</p> <p>to understand and analyse existing HR policies and propose pertinent alternatives in relation to current and future challenges in managing organisations in a given context;</p> <p>--</p> <p>to leverage the theoretical and practical knowledge needed to develop an HR policy in a context of change, utilising the most appropriate methodologies;</p> <p>--</p> <p>to critically analyse a people management situation (in terms of maximising the skills of individuals and teams in line with company strategy in a given context) as part an empirical study.</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>
Evaluation methods :	<p>--</p> <p>Oral examination</p> <p>--</p> <p>Continuous assessment</p> <p>--</p> <p>Group work</p>
Teaching methods :	<p>--</p> <p>Lectures</p> <p>--</p> <p>Case studies.</p> <p>--</p> <p>Field work.</p> <p>--</p> <p>Professional feedback.</p>
Bibliography :	<p>--</p> <p>BOXALL P., PURCELL J. (2008), Strategy and Human Resource Management, Palgrave.</p> <p>--</p> <p>CADIN L., GUERIN F., PIGEYRE F. (2007), Gestion des Ressources Humaines:Pratique et éléments de théorie, Paris:</p> <p>--</p> <p>LEGGE K. (2005), Human Resource Management:Rhetorics and Realities, Palgrave.</p>
Cycle and year of study :	<p>&gt; <a href="#">Master [120] in Management (shift schedule)</a></p> <p>&gt; <a href="#">Master [120] in Management (shift schedule)</a></p>
Faculty or entity in charge:	BLSM

