

4.0 credits	30.0 h	2q
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Teacher(s) :	Stinglhamber Florence ;
Language :	Français
Place of the course	Louvain-la-Neuve
Main themes :	<p>Historical and comparative approach of main areas in HR management, particularly recruitment and assignment, capacity evaluation and career management, training and development of individuals and work teams, assessment of work and performance, professional and organizational identities, changing direction (in- and out-placement).</p> <p>Theoretical and critical presentation of the various models of competence (and related concepts) and the related fields (personality, professional interests, aptitudes, cognitive and psychosocial components) and assessment methods (interviews, tests, simulations, assessment centres, biographic inventories).</p> <p>Validation of assessment methods and techniques for appraising individuals and their performance at work: construction principles, reliability, validity, utility value analyses, appraisal contexts, ethical dimensions.</p> <p>Survey of the various forms of planning, management and appraisal of training actions within organizations (needs analysis, objective setting, operational planning, piloting, quality control, appraisal and audit). Analysis of the methods and techniques used, training procedures devised, theoretical conceptions underlying them and organizational variables determining their implementation and effectiveness.</p>
Aims :	<ul style="list-style-type: none"> - to provide an overview of the way in which a company/organization works and the role of human resource (HR) management in managerial policies and strategies. - to explain the main aims and functions of human resource management, from a psychosociological perspective, as they relate to different socio-institutional and economic contexts. - to examine the main conceptions and theoretical models for different aspect of HR management (individual and collective competences, qualification and quality, psychological assessment and job analysis, socialization and learning, organizational configurations etc.). - to present the main methods, procedures and devices used in the various fields of HR management. <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 :	<ul style="list-style-type: none"> - to provide an overview of the way in which a company/organization works and the role of human resource (HR) management in managerial policies and strategies. - to explain the main aims and functions of human resource management, from a psychosociological perspective, as they relate to different socio-institutional and economic contexts. - to examine the main conceptions and theoretical models for different aspect of HR management (individual and collective competences, qualification and quality, psychological assessment and job analysis, socialization and learning, organizational configurations etc.). - to present the main methods, procedures and devices used in the various fields of HR management. <p>Historical and comparative approach of main areas in HR management, particularly recruitment and assignment, capacity evaluation and career management, training and development of individuals and work teams, assessment of work and performance, professional and organizational identities, changing direction (in- and out-placement).</p> <p>Theoretical and critical presentation of the various models of competence (and related concepts) and the related fields (personality, professional interests, aptitudes, cognitive and psychosocial components) and assessment methods (interviews, tests, simulations, assessment centres, biographic inventories).</p> <p>Validation of assessment methods and techniques for appraising individuals and their performance at work: construction principles, reliability, validity, utility value analyses, appraisal contexts, ethical dimensions.</p> <p>Survey of the various forms of planning, management and appraisal of training actions within organizations (needs analysis, objective setting, operational planning, piloting, quality control, appraisal and audit). Analysis of the methods and techniques used, training procedures devised, theoretical conceptions underlying them and organizational variables determining their implementation and effectiveness.</p>
Cycle and year of study :	> Preparatory year for Master in Psychology
Faculty or entity in charge:	PSP