UCL Université catholique de Louvain

LINGE1224

2015-2016

Human Management

5.0 credits	30.0 h + 15.0 h	2q

Teacher(s) :	Taskin Laurent ;
Language :	Français
Place of the course	Louvain-la-Neuve
Main themes :	The course includes, among others, the following: - definitions of human resource management and reporting functions that are - analysis of the macro-economic and macro-social management of human resources; - analysis of microwave components economic and social micro-management of human resources; - introduction to the theories behind the tools of human resource management and the design of the place and role of people in the organization.
Aims :	The general purpose of the field is to introduce students to the Human Management of organizations". At the end of the course, students will have acquired the ability to: - master the theoretical benchmarks for understanding the management practices in human resources their organizational context - laying the foundations for analyzing these practices by integrating inputs from different disciplines and methods - a critical question about the modes of operation and management practices of people within organizations. *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 :	Contents: I. General framework - 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. Theoretical models underlying the practice of human resource management - Great models underlying tools for human resources management and the design of the place and role of people in the organization IV. Synthèse Methods: The course includes lectures, individual work of reading, research staff or in groups.
Faculty or entity in charge:	ESPO

Programmes / formations proposant cette unité d'enseignement (UE)				
Intitulé du programme	Sigle	Credits	Prerequis	Acquis d'apprentissage
Bachelor in Business Engineering	INGE1BA	5	-	