UCL Université catholique de Louvain

LOPES2220

2015-2016

Organisational and human management

5.0 credits	30.0 h + 6.0 h	1q

Teacher(s) :	Rousseau Anne ;
Language :	Français
Place of the course	Louvain-la-Neuve
Main themes :	The course tackles the questions of organizational and human management closely connected with their context. It retraces the historical development of the main managerial ways of thinking related to the evolution of the socio-economic contexts. It analyses concrete human and organizational managerial policies and practices (performance appraisal, mobilisation, leadership) and also some phenomena of organizational change (quality, reengineering, NTIC,). As part of this programme, the course calls for varied theoretical approaches (structural, cultural, strategic, conventions, regulation) in the continuation of the course "Organization's Sociology".
Aims :	At the end of the course, the students will be able : (1) to grasp the field of organizational and human management, that is to say both a number of policies and practices implemented in organizations (recruitment-selection, evaluation, communication, motivation, leadership) and the underlying objectives and stakes of these policies and practices. (2) to grasp and to place the evolution of these politics and practices in times past and according to the context. (3) to discern, describe and evaluate the interactions between human management policies/practices and organisational structures. (4) to analyse the process of change concerning the human management of a given organization and to formulate relevant and coherent propositions of intervention compared with the analyse and diagnostic made. *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".*
Faculty or entity in charge:	OPES

Programmes / formations proposant cette unité d'enseignement (UE)				
Intitulé du programme	Sigle	Credits	Prerequis	Acquis d'apprentissage
Master [120] in Economic and Social Policy (shift schedule)	OPES2M	5	-	