LSPRI2035

2015-2016

Public Management: Human Ressources

5.0 credits	30.0 h	2q

Teacher(s) :	de Visscher Christian ;
Language :	Français
Place of the course	Louvain-la-Neuve
Main themes :	- Theories and main HRM tools - The organization and the exercise of H.R. management within public organizations management - The articulation between statutory rules (or the specificity of the public service) and the requirements of professional management of human resources - The question of the leadership: relations between ministers and the senior civil servants - The management of the social relations in the public sector.
Aims :	- The course should be an initiation to human resources management tools and to the analysis of social rela-tions in the context of the public organizations - It aims at analysing and confronting policies HRM through comparative studies and/or by discussing ex-periences of modernization of HRM - Its aims at discussing the principal challenges to which Human resource management in the public sector will be confronted (p. e.g. centralized or decentralized HRM, HRM and new technologies, remuneration linked to efficiency.) *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 The first part of the course deals with the great evolutions of HRM, from staffs as "production factors" to staff as "strategic organization resources" , being based on the sociological or economical theories, which underlie these evolutions. The various tasks of the "human resources" department within the organization (staff management, training, etc.), and operative func-tions of the HRM (job and workforce management, recruitment, career management, etc.) are analysed in the second part. The third part concentrates on the question of the specificity of the HRM in public sector, on the basis of the study of the two great mod-els of civil services, the systems of career and employment. The last part of the course emphasizes both on the relations between ministers and the senior civil servants and the management of the social relations in the public sector. METHOD Theoretical talks by the teacher, presentations and discussion of case by the students, invited experts.
Other infos :	Recommended, but not compulsory: Theories of organizations and the public action (POLS 1223) or an equivalent course. 1/ Oral presentation of a case study (by working groups) linked to a specific chapter of the course. The choice of the subject is done in agreement with the teacher in charge. The assignment is counted for 1/3 in the final note. 2/ Open-book oral exam.
Faculty or entity in charge:	PSAD

Programmes / formations proposant cette unité d'enseignement (UE)				
Intitulé du programme	Sigle	Credits	Prerequis	Acquis d'apprentissage
Master [120] in Human Resources Management	GRH2M	5	-	
Master [120] in Public Administration	ADPU2M	5	-	