UCL Université catholique de Louvain

MGEHC2113

2015-2016

Management humain

6.0 credits	30.0 h + 0.0 h	1q

Teacher(s) :	SOMEBODY ; Dion Delphine (coordinator) ;
Language :	Français
Place of the course	Charleroi
Main themes :	-- Study of the different HRM models and the emergence of the HRM function by analysing the following policies: recruitment and selection, career management and mobility, performance management, HR development (training), organisational culture and socialisation. -- Analysis of current trends in the HR world: management of well-being at work and dialogue between management and employees, diversity management, communications management. -- Critical appraisal of the role of HRM and of HRM policies: discipline and involvement, ethics, justice and HRM;
Aims :	On completion of this course, students will: -- be able to critically analyse a people management situation in systemic and strategic terms (in terms of maximising the skills of individuals and teams in the service of the company strategy in a given context); -- be familiar with people management techniques and methods that make it possible to support the behaviour of the men and women within the organisation; -- be able to leverage the most relevant methodologies for effective HR management. *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".*
Evaluation methods :	Written examination
Teaching methods :	-- Lectures -- Case studies.
Bibliography :	-- CADIN L., GUERIN F., PIGEYRE F. (2007), Gestion des Ressources Humaines:pratique et éléments de théorie, Dunod. -- KNIGHTS D., WILLMOT H. (2007), Introducing Organizational Behaviour and Management, Thomson. -- LEGGE K. (2005) Human Resource Management:Rhetorics and realities, Palgrave.
Faculty or entity in charge:	BLSM

Programmes / formations proposant cette unité d'enseignement (UE)

Intitulé du programme	Sigle	Credits	Prerequis	Acquis d'apprentissage
Master [120] in Management (shift schedule)	GEHC2M	6	-	
Master [60] in Management (shift schedule)	GEHC2M1	6	-	