




5 credits

30.0 h

Q2

|                             |   |
|-----------------------------|---|
| Teacher(s)                  | Taskin Laurent ;  |
| Language :                  | French  |
| Place of the course         | Louvain-la-Neuve  |
| Aims                        | <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>  |
| Evaluation methods          | Continuous assessment, both collective (70%) and individual (30%).<br>In case of fail in first session, and individual dissertation will replace the whole dispositive.   |
| Teaching methods            | Readings, presentations, discussions, sharing sessions with experts.  |
| Content                     | The connections between Strategy and HRM are studied through three different lenses:<br>I. Understanding. Existing traditional (Context, Best Fit, Resource-based...) and emerging (Stakeholders, Managing Humanly model...) conceptualization and models in strategic HRM are discussed, including in the assumptions they share on the roles and contributions of HRM, work, and workers.<br>II. Analyzing. Students must be able to identify what kind of strategic HRM is at stake in different organisations.<br>III. Contributing. Based on a case study, conducted in an organization, students are asked to formulate recommendations in terms of SHRM. |
| Inline resources            | Slides, texts and other material available on Moodle  |
| Bibliography                | Taskin, L. & Dietrich, A. (2016) Management Humain: Pour une approche renouvelée de la GRH et du comportement organisationnel. Bruxelles: De Boeck supérieur, coll. Manager RH.   |
| Faculty or entity in charge | CLSM  |

| <b>Programmes containing this learning unit (UE)</b> |                        |         |              |   |
|--|------------------------|---------|--------------|---|
| Program title  | Acronym                | Credits | Prerequisite | Aims  |
| Master [120] in Management                           | <a href="#">GEST2M</a> | 5       |              |  |
| Master [120] in Management                           | <a href="#">GESM2M</a> | 5       |              |  |
| Master [120] in Human Resources Management           | <a href="#">GRH2M</a>  | 5       |              |  |