

5 credits

30.0 h

Q1

Teacher(s)	Stinglhamber Florence ;
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	If the number of students who enrol in the course allows, an oral exam may be held. Otherwise, a written exam consisting of a MCQ part (for 15 out of 20 points) and a case study part (for 5 out of 20 points) will be preferred. The examination form will be specified during the 2nd week of the course. The information will then be available on Moodle.
Teaching methods	The course will be based on lectures, along with exercises/case studies that will be conducted in class and discussions/debates that will be facilitated by the Professor.
Content	<p>Students will be given an overview of the place of human resources management (HRM) in managerial policies and strategies, and more generally in the functioning of a company. More specifically, the main methods, procedures and tools used in the different HRM practices will be presented. In each case, the specific contribution of psychology will be discussed.</p> <p>In concrete terms, the different HRM practices that will be discussed are:</p> <ul style="list-style-type: none"> <li>(a) job analysis;</li> <li>(b) evaluation and classification of jobs;</li> <li>(c) recruitment;</li> <li>(d) personnel selection;</li> <li>(e) compensation management;</li> <li>(f) performance evaluation;</li> <li>(g) training and development;</li> <li>(h) career management and workforce planning.</li> </ul>
Other infos	Having taken the the 2nd year course in work and organizational psychology is an asset, but is not essential.
Faculty or entity in charge	EPSY

<b>Programmes containing this learning unit (UE)</b>				
Program title	Acronym	Credits	Prerequisite	Aims
Bachelor in Psychology and Education: General	PSP1BA	5		