





5 credits	30.0 h + 10.0 h	Q2
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Teacher(s)	Taskin Laurent ;
Language :	French
Place of the course	Mons
Main themes	<p>The course is constructed around an analysis framework including three distinct dimensions but which are in interaction :</p> <ul style="list-style-type: none"> <li>· The context enables to understand the emergence and the current development of the HRM function and practices ;</li> <li>• The strategy illustrates the relation between the context, the business strategy and the definition of an HRM policy ;</li> <li>• HRM policies introduce to major HRM systems, both in their concrete modalities and in their individual and organizational issues</li> </ul>
Aims	<p>The student will be able to :</p> <ul style="list-style-type: none"> <li>• Identify the HRM policies to address issues of organizational behavior, in a given context ;</li> <li>• Develop a critical analysis of a situation of HR management in systemic and strategic terms and, identify its influence on behaviors within organization ;</li> <li>• Apprehend the techniques and methods of HRM that support the conduct and development of individuals and teams within organization</li> </ul> <p>-----</p> <p><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></p>
Evaluation methods	<p>Written exam Case study (report, presentation)</p>
Teaching methods	<p>Combination of plenary sessions, readings, meetings with experts. Case study to be conducted in an organization (involving interviews, readings and tutorials).</p>
Content	<p>I. The general model for 'managing humanly' (MH) II. Context: the rise and contemporary developments of HRM and MH III. Strategy and MH IV. Organizational behaviour (motivation, leadership, group theories and models) V. Traditional and emerging HRM practices</p>
Inline resources	<p>Slides, texts and other material available on Moodle</p>
Bibliography	<p>TASKIN, L. et DIETRICH, A. (2016) Management humain. Pour une approche renouvelée de la gestion des ressources humaines et du comportement organisationnel. Bruxelles : De Boeck supérieur. Coll. Manager RH.</p>
Faculty or entity in charge	<p>CLSM</p>

<b>Programmes containing this learning unit (UE)</b>				
Program title	Acronym	Credits	Prerequisite	Aims
Bachelor in Information and Communication	COMM1BA	5		
Bachelor in Management	GESM1BA	5		
Bachelor en Business Engineering	INGM1BA	5		
Bachelor in Political Sciences: General	SPOM1BA	5		
Bachelor in Human and Social Sciences	HUSM1BA	5		