	lfsa2210 2019	Organisation and human resources

In view of the health context linked to the spread of the coronavirus, the methods of organisation and evaluation of the learning units could be adapted in different situations; these possible new methods have been - or will be - communicated by the teachers to the students.

3 credits	30.0 h	Q2

Teacher(s)	Cultiaux John ;Jammaers Eline ;
Language :	French
Place of the course	Louvain-la-Neuve
Main themes	The course must cover three themes : - the human side of organisations (main paradigms); - roles and missions of human resource management; - industrial relations in Belgium and in the European context.
Aims	1 At the end of the course, students must be able to: - understand the main paradigms that are relevant to analyse the human side of organisations and human resource management; use these paradigms to apply them and interpret a concrete situation, in order to identify, finally, its strengths and weaknesses and propose improvements as a (future) manager; - identify and understand the institutions of industrial relations and understand the role that they play in management in companies. - - - - *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	**Due to the COVID-19 crisis, the information in this section is particularly likely to change.** The students will be evaluated through a written exam based on both parts of the course, at the end of the course. Students who fail to obtain the minimum grade of 10/20 will need to do a re-examination. This re-examination will be written or oral, depending on the total number of failed students.
Teaching methods	**Due to the COVID-19 crisis, the information in this section is particularly likely to change.** • Lectures • Guest lectures by external speakers • Case studies
Content	The course consists of two parts. The first part is on "*Organization Theory*". This parts covers the following topics: 1. Organizational Design and Human Resources 2. Concrete action systems and actors 3. Relation to work and subjectivity The second part deals with "*Human Resources Management*". In this part, the following topics will be covered: 1. Introduction into (Strategic) Human Resource Management 2. Planning, recruitment and selection 3. Performance management 4. Rewards and pay policies 5. Work-life balance and employee wellbeing 6. Diversity management 7. Guest lecture by an HR manager in the IT sector
Inline resources	Moodle

Bibliography	The second part of the course (on HRM) will be based on scientific journal articles and book chapters, provided by the teaching staff through Moodle. Here are some example references: • Analoui, F. (2007) Chapter 1: Introduction. In *Strategic Human Resource Management*. London: Thompson, pp. 1-29. • Bernoux, P. (2014), *La sociologie des organisations*, Pars : Seuil • Dejours, C. (1998), *Souffrance en France*, Paris : Seuil. • Newell, S. & Shackleton, V. (2001) Selection and assessment as an interactive decision-action process. In: Redman, T. & Wilkinson, A. (Eds.) *Contemporary human resource management: Text and cases*, pp 24-56. Harlow: Prentice Hall. • Nizet, J. et Pichault, F. (2001), *Introduction à la théorie des configurations*, Bruxelles, De Boeck • Redman, T. (2001) Performance appraisal. In: Redman, T. & Wilkinson, A (Eds) *Contemporary human resource management: Text and cases*, pp 57-97. Harlow: Prentice Hall. • Kessler, I. (2007) Reward choices: Strategy and equity. In: Storey, J (Ed), *Human resource management: A critical text*, pp 159-176. London: Thomson. • Scholarios, D., & Marks, A. (2004). Work#life balance and the software worker. *Human Resource Management Journal, 14*(2), 54-74. • Moore, K., Griffiths, M., Richardson, H., & Adam, A. (2008). Gendered futures? Women, the ICT workplace and stories of the future. *Gender, Work & Organization, 15*(5), 523-542.
Other infos	none
Faculty or entity in charge	EPL

Programmes containing this learning unit (UE)

Program title	Acronym	Credits	Prerequisite	Aims
Master [120] in Mechanical Engineering	MECA2M	3		🔍
Master [120] in Biomedical Engineering	GBIO2M	3		🔍
Master [120] in Mathematical Engineering	MAP2M	3		🔍
Master [120] in Computer Science and Engineering	INFO2M	3		🔍
Master [120] in Electrical Engineering	ELEC2M	3		🔍
Master [120] in Computer Science	SINF2M	3		🔍
Master [120] in Civil Engineering	GCE2M	3		🔍
Master [120] in Chemical and Materials Engineering	KIMA2M	3		🔍
Master [120] in Data Science Engineering	DATE2M	3		🔍
Master [120] in Electro-mechanical Engineering	ELME2M	3		🔍
Master [60] in Computer Science	SINF2M1	3		🔍
Master [120] in Data Science: Information Technology	DATI2M	3		🔍
Master [120] in Physical Engineering	FYAP2M	3		🔍