




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.

5 credits	30.0 h	Q2
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Teacher(s)	Aust-Gronarz Ina ;Hericher Corentin (compensates Aust-Gronarz Ina) ;
Language :	English
Place of the course	Louvain-la-Neuve
Main themes	The course Sustainable HRM and Leadership focuses on human resource functions in large companies in a globalized world from a sustainability perspective. The approach focuses two roles of Sustainable HRM. First, the role of HRM in making work systems sustainable with the objective on ensuring human sustainability at the workplace and in global supply chains. Second, the role of HRM and leadership in contributing to corporate sustainability and to an overall societal sustainable development. A Sustainable HRM and leadership framework is proposed and HRM strategies and practices of the key areas of HRM are discussed. This course is based on research and insights from diverse fields, including Strategic HRM, Sustainable HRM, Green HRM, organization theory, organizational behavior, Corporate Sustainability, Corporate Social Responsibility, and Global Responsible Leadership.
Aims	<p>The course is designed to develop competent and responsible practitioners. It provides students who do not necessarily intend to work in an HR function, with a deep understanding about the importance of people management as a task for all managers and about the complexity of sustainable people management and leadership.</p> <p><b>At the end of the course, students should be able to:</b></p> <ol style="list-style-type: none"> <li>1. Understand sustainable and unsustainable HRM strategies and practices and their impacts and tensions on employees and other resource holders and stakeholders within a paradox framework.</li> <li>2. Understand how Sustainable HRM adds value and extends strategic HRM and adopt a critical point of view on the literature, on the one hand, and on managerial decisions, on the other.</li> <li>3. Gain a deep understanding of the nature of Sustainable HRM, the theoretical concepts and frameworks used and acquire the knowledge and skills to understand and implement Sustainable HRM strategies and practices.</li> <li>4. Develop competence to measure, analyse and discuss how to increase the sustainable and decrease the unsustainable aspects of HRM practices and how to address potential tensions and paradoxes.</li> </ol> <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><b>Due to the COVID-19 crisis, the information in this section is particularly likely to change.</b></p> <p><b>June:</b></p> <ol style="list-style-type: none"> <li>1. 50%: group work + oral presentation. It is a continuous evaluation.</li> <li>2. 50% : written exam.</li> </ol> <p><b>August:</b></p> <ol style="list-style-type: none"> <li>1. 50%: the grade obtained in June for the group work and the oral presentation remains.</li> <li>2. 50%: the written exam is replaced by an oral exam.</li> </ol>
Teaching methods	<p><b>Due to the COVID-19 crisis, the information in this section is particularly likely to change.</b></p> <p><b>June:</b></p> <ol style="list-style-type: none"> <li>1. 50%: group work + oral presentation. It is a continuous evaluation.</li> <li>2. 50% : written exam.</li> </ol> <p><b>August:</b></p> <ol style="list-style-type: none"> <li>1. 50%: the grade obtained in June for the group work and the oral presentation remains.</li> <li>2. 50%: the written exam is replaced by an oral exam.</li> </ol> <ul style="list-style-type: none"> <li>- Interactive courses with lecture input and critical discussions based on personal readings and cases</li> <li>- Group exercises and group works</li> <li>- Oral presentations followed by discussions</li> </ul>

Content	This course offers theoretical knowledge <b>on sustainable HRM and leadership</b> . The HRM part of this course will deal with the specific role of the HR system in contributing to sustainability, either by providing resources to organizations to achieve their sustainable commitments, or by rethinking its policies for becoming intrinsically sustainable. The leadership part offers a multilevel perspective on how leaders, ranging from organizations to people, can contribute to sustainability. The two parts are intertwined: students will develop theoretical and empirical knowledge about HRM themes to reflect on their future managing roles.
Inline resources	Moodle
Bibliography	Available on Moodle: scientific articles and corporate reports.
Faculty or entity in charge	CLSM

<b>Programmes containing this learning unit (UE)</b>				
Program title	Acronym	Credits	Prerequisite	Aims
Master [120] : Business Engineering	INGE2M	5		
Master [120] : Business Engineering	INGM2M	5		
Master [120] in Management	GEST2M	5		
Master [120] in Management	GESM2M	5		