

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	Q1
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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	Due to the COVID-19 crisis, the information in this section is particularly likely to change. 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. For the MCQ part, no penalty points will be applied in the event of a wrong answer. Therefore, the student will have to correctly answer 20 of the 30 questions to obtain a score of 7.5/15 in this part. The examination form will be specified during the 2nd week of the course. The information will then be available on Moodle.
Teaching methods	Due to the COVID-19 crisis, the information in this section is particularly likely to change. 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	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. In concrete terms, the different HRM practices that will be discussed are: (a) job analysis; (b) evaluation and classification of jobs; (c) recruitment; (d) personnel selection; (e) compensation management; (f) performance evaluation; (g) training and development; (h) career management and workforce planning.
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

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