

Due to the COVID-19 crisis, the information below is subject to change, in particular that concerning the teaching mode (presential, distance or in a comodal or hybrid format).

7 credits	45.0 h	Q1 and Q2
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Teacher(s)	Dumay Xavier ;Glinne-Demaret Harmony ;Guilmot Nathalie (compensates Dumay Xavier) ;
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. Students are evaluated in two ways A/ A group work aiming at developing your competence to accompany and evaluate the implementation of an HRM practice (60%) B/ Carrying out two individual case studies during the year (40%)
Teaching methods	Due to the COVID-19 crisis, the information in this section is particularly likely to change. The course aims to encourage interactivity with students in order to benefit from a shared experience. To this end, the course combines lectures, group discussions, practical exercises, case studies and group work. Given the exceptional situation resulting from the COVID-19 epidemic, the course will alternate between face-to-face and remote sessions according to a schedule that will take into account the evolution of the epidemic.
Content	he course content is organized around the following themes: Human management Recruitment and selection process Personnel appraisal Leadership Creativity and innovation in business HR change management Negotiation process
Inline resources	All resources used in the course will be available through Moodle.
Bibliography	<ul style="list-style-type: none"> • Guerrero S. 2009. <i>Les Outils des RH. Les savoir-faire essentiels en GRH</i>. Paris : Dunod • Hosdey A. 2010. <i>Pour des entretiens d'évaluation efficaces</i>. Bruxelles : edipro • Levy-Leboyer C. 2011. <i>Evaluation du personnel</i> (7e édition). Paris : Eyrolle • Dejoux C. 2013. <i>Gestion des compétences et GPEC</i>. Paris : Dunod • Dejours C. et Thévenet M. 2010. <i>La gestion des talents</i>. Paris : Dunod. • Dorbes Lecoeur E. 2015. <i>Gérer les compétences et les talents. Le guide pratique</i>. LLN : de Boeck supérieur. • "Conduite du changement: concepts clés" de Autopsier, Vandangeon et Vas (Edition Dunod) • "Le changement agile" de Autissier et Moutot (Edition Dunod) • "Le pilotage du changement" de Colletterie, Laurier et Schneider (Presses de l'Université du Québec) • "La Boîte à outils des Ressources Humaines " de Annick Haegel (Edition Dunod) • Isabelle Galois-Faurie, Alain Lacroux« « Serious games » et recrutement : quels enjeux de recherche en gestion des ressources humaines ? », @GRH2014/1 (n° 10), p. 11-35. • Moez Ben Yedder <i>et al.</i>, « Le CV anonyme : les visions des DRH », <i>Management & Avenir</i> 2011/3 (n° 43), p. 253-264.
Other infos	Given the current context, at least two modules will be carried out remotely.
Faculty or entity in charge	EDEF

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Aims
Master [120] in Education (shift schedule)	FOPA2M	7		