

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).

5 credits	30.0 h + 10.0 h	Q2
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Teacher(s)	Léonard Evelyne ;
Language :	French
Place of the course	Louvain-la-Neuve
Main themes	<p>How does HRM work in practice?</p> <p>The course aims to enable students to understand what HRM is all about, but also to decode how it works in practice in concrete situations.</p> <p>It is intended for future managers, to give them the keys to interpreting human resources management practices, their challenges, their contributions and their limitations. On this basis, they will be able to grasp the strengths and weaknesses, and then propose improvements.</p>
Aims	<div style="border: 1px solid black; padding: 5px;"> <p><b>En pratique, à l'issue du cours les étudiant-es seront capables :</b></p> <ol style="list-style-type: none"> <li>1. <b>De comprendre les processus de gestion des ressources humaines mis en œuvre dans une organisation.</b></li> <li>2. <b>D'en décoder le fonctionnement en pratique, dans des situations concrètes.</b></li> <li>3. <b>D'en évaluer les forces et les faiblesses, pour proposer des améliorations.</b></li> </ol> <p><b>À cela s'ajoute un cheminement susceptible de développer les capacités de travail en équipe, d'expression en public et de présentation de résultats d'une manière claire et non biaisée.</b></p> </div> <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>Due to the COVID-19 crisis, the information in this section is particularly subject to change.</p> <p>The course evaluation consists of two components: an oral group presentation and a written group assignment.</p> <p>The presentation and written work should analyze how HRM works in practice.</p> <p>Both must demonstrate mastery of theory and the ability to apply it to interpret field data.</p>
Teaching methods	<p><b>Due to the COVID-19 crisis, the information in this section is particularly likely to change.</b></p> <p>Due to the COVID-19 crisis, the information in this section is particularly subject to change.</p> <p>The course requires the active participation of students.</p> <p>Each of the steps involves group activities, with several deadlines at the end of which the groups must provide a handout or presentation.</p>
Content	<p>The course is divided into four main stages:</p> <ul style="list-style-type: none"> <li>Step 1 - Discover - What are we talking about?</li> <li>Step 2 - Going deeper - How does it work? Knowing a domain</li> <li>Step 3 - Observe - What do the interested parties say? Collect data</li> <li>Step 4 - Analyze and propose - How does "real" HRM work? Interpreting and discussing data, imagining proposals</li> </ul>
Inline resources	See course-specific page on the Moodle platform.
Faculty or entity in charge	CLSM

<b>Programmes containing this learning unit (UE)</b>				
Program title	Acronym	Credits	Prerequisite	Aims
Master [60] in Management	GEST2M1	5		