

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	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	<p>Due to the COVID-19 crisis, the information in this section is particularly likely to change.</p> <p>If the number of students who enrol in the course allows it (max. 75-80), an oral exam will be held. The student will be asked to answer two questions, chosen at random. S/he will have 2-3 minutes of preparation/reflection before presenting his/her answers. If the number of students exceeds 75-80, 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 organized. 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.</p> <p>Based on the number of students, the examination form will be specified during the 2nd week of the course. The information will then be available on Moodle.</p>
Teaching methods	<p>Due to the COVID-19 crisis, the information in this section is particularly likely to change.</p> <p>The course will be based on lectures, along with exercises, case studies and discussions/debates that will be facilitated by the Professor.</p>
Content	<p>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.</p> <p>In concrete terms, the different HRM practices that will be discussed are:</p> <ul style="list-style-type: none"> (a) job analysis; (b) evaluation and classification of jobs; (c) recruitment; (d) personnel selection; (e) compensation management; (f) performance evaluation; (g) training and development.
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

Force majeure

Evaluation methods	If the health situation does not allow an on-site examination, the examination will take place orally via Teams and according to the modalities presented above.
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Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Aims
Bachelor in Psychology and Education: General	PSP1BA	5		