

5.00 credits

30.0 h + 10.0 h

Q1

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>
Learning outcomes	<p>At the end of this learning unit, the student is able to :</p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p>En pratique, à l'issue du cours les étudiant-es seront capables :</p> <ol style="list-style-type: none"> 1. De comprendre les processus de gestion des ressources humaines mis en œuvre dans une organisation. 2. D'en décoder le fonctionnement en pratique, dans des situations concrètes. 3. D'en évaluer les forces et les faiblesses, pour proposer des améliorations. <p>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.</p> </div> <p>1</p>
Evaluation methods	<p>The course evaluation consists of two components: an oral group presentation and a written group assignment. The presentation and written work should analyze how HRM works in practice. Both must demonstrate mastery of theory and the ability to apply it to interpret field data.</p>
Teaching methods	<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>Objectives</p> <p>The course intends to develop students' capacity to understand what is human resource management, but also to interpret how it works in practice, in 'real-life' situations.</p> <p>It is intended for future managers, to give them the keys to interpreting human resource management practices, their challenges, their contributions and their limitations. On this basis, they will be able to grasp their strengths and weaknesses, and then propose improvements.</p> <p>In practice, at the end of the course, students should be able to:</p> <ol style="list-style-type: none"> 1. Understand human resource management processes. 2. Interpret how they work in practice, in 'real-life' situations. 3. Evaluate their strengths and weaknesses, and propose improvements. <p>In addition, the course will contribute to developing students capacity to work in team, speak in public, and present research results in a non-biased and clear manner.</p> <p>Contents</p> <p>The course is divided into four main stages:</p> <ul style="list-style-type: none"> Step 1 - Discover - What are we talking about? Step 2 - Going deeper - How does it work? Knowing a domain of HRM. Step 3 - Observe - What do the interested parties say? Collect data. Step 4 - Analyze and propose - How does "real" HRM work? Interpret and discuss data, imagine recommendations.
Inline resources	See course-specific page on the Moodle platform.

Faculty or entity in charge	CLSM
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Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Master [60] in Management	GEST2M1	5		