




5.00 credits

30.0 h

Q2

Teacher(s)	Taskin Laurent ;
Language :	English
Place of the course	Louvain-la-Neuve
Main themes	<p>This course analyzes how a resource management policy and the tools used to implement it fit into a particular corporate strategy and organizational context, and how these HRM policies and practices influence employee attitudes and behaviors and, ultimately, the organization's results.</p> <p>The theoretical models presented will equip students to comprehensively analyze complex human resource management situations and to propose appropriate courses of action and management tools.</p> <p>The most widely used models today will be presented in three main chapters:</p> <ul style="list-style-type: none"> From workforce planning to the search for human resource flexibility The different faces of competency management; The advent of strategic human resources management.
Learning outcomes	
Evaluation methods	Continuous assessment, both collective (70%) and individual (30%). In case of fail in first session, and individual dissertation will replace the whole dispositive.
Teaching methods	Readings, presentations, discussions, sharing sessions with experts.
Content	The connections between Strategy and HRM are studied through three different lenses: <ol style="list-style-type: none"> I. Understanding. Existing traditional (Context, Best Fit, Resource-based...) and emerging (Stakeholders, Managing Humanly model...) conceptualization and models in strategic HRM are discussed, including in the assumptions they share on the roles and contributions of HRM, work, and workers. II. Analyzing. Students must be able to identify what kind of strategic HRM is at stake in different organisations. III. Contributing. Based on a case study, conducted in an organization, students are asked to formulate recommendations in terms of SHRM.
Inline resources	Slides, texts and other material available on Moodle
Bibliography	Taskin, L. & Dietrich, A. (2016) Management Humain: Pour une approche renouvelée de la GRH et du comportement organisationnel. Bruxelles: De Boeck supérieur, coll. Manager RH.
Faculty or entity in charge	CLSM

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Master [120] in Human Resources Management	GRH2M	5		
Master [120] in Management	GEST2M	5		
Master [120] in Business Management	GENT2M	5		
Master [120] in Management	GESM2M	5		