UCLouvain

llsms2074
2021

Contemporary Issues in Human Resources Management

5.00 credits	30.0 h	Q2

Teacher(s)	Antoine Marie ;Bonny Gaëtan ;Depaepe Philippe ;
Language :	English
Place of the course	Louvain-la-Neuve
Main themes	Le cours est conçu comme une chaire visant d une part à présenter des pratiques contemporaines de gestion des ressources humaines telles qu elles sont mises en 'uvre par des professionnels (directeurs du personnel, consultants, formateurs, etc.) ; et d autre part, à discuter des enjeux majeurs de ces pratiques. - Il fournira une vue large des pratiques actuelles en termes de : sélection et recrutement, formation, évaluation, promotion, gestion des carrières, gestion des salaires, licenciements et reclassements, etc. - Il dégagera, avec les professionnels eux-mêmes, les buts et contraintes, enjeux organisationnels et conséquences humaines des politiques de gestion des ressources humaines qu ils mettent en 'uvre dans le cadre de leur propre organisation.
Learning outcomes	**At the end of this learning unit, the student is able to :**
	Having regard to the LO of the programme X, this activity contributes to the development and acquisition of the following LO:
1	• 1. Corporate citizenship 1.1. 'Demonstrate independent reasoning, look critically ' 2. Knowledge and reasoning 2.2. Master highly specific knowledge ' 2.3. Articulate the acquired knowledge from different areas 2.4. Activate and apply the acquired knowledge ' 3. A scientific and systematif approach 3.1. Conduct a clear, structured, analytical reasoning ' 3.2. Collect, select and analyze relevant information ' 3.3.Consider problems using a systemic and holistic approach ' 3.4. Perceptively synthesize 'demonstrating a certain conceptual distance ' 3.5.Produce, through analysis and diagnosis, implementable solutions' 5. Work effectively in an international and multicultural environment 5.1.Understand the inner workings of an organization ' 5.2.Position ... the functioning of an organization, in its ...socio-economic dimensions' 6. Teamwork and leadership 6.1. Work in a team... 6.2. Exercise enlightened leadership skills' 7. Project management 7.1.Analyse a project within its environment and define the expected outcomes' 7.2. Organize, manage and control the process, ' 7.3.Make decisions and take responsibility for them in an uncertain world ' 8. Communication and interpersonal skills 8.1. Express a clear and structured message' 8.2. Interact and discuss effectively ' 8.3. Persuade and negotiate ' 9. Personal and professional development 9.4. Quick study, lifelong learner '
Evaluation methods	Evaluation of the course is based on a written group work. In group of 6 to 8 students max (depending on class composition), each group will have to to do a report on a contemporary HR practice, based on existing literature review, critical thinking, and interviews with HR expert(s). This research will be presented during one of the last sessions of the course. During the first session, teachers will explain the modalities of this work.
	Students will be collected evaluated based on following criteria : 1. Originality of the topic 2. Relevant literature review 3. Quality and deepness of the analysis 4. Critical thinking regarding the chosen practice 5. Quality of the work form (orthograph, etc.) **Continuous evaluation** • Date: 26/03 to 15/05 • Type of evaluation: Group report • Comments: **Evaluation week** • Oral: No • Written: No • Unavailability or comments: **Examination session** • Oral: No • Written: No • Unavailability or comments:

Teaching methods	The course is based on : • Ex cathedra lessons ; • Class debates and case studies ; • A group work.
Content	This course aims at presenting contemporary issues related to human resources management, both theoretically and practically, and to discuss them, as well as challenges and issues related to the implementation of specific practices.
Inline resources	See moodle
Bibliography	PowerPoint presentations and resources on Moodle
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 Psychology	PSY2M	5		🔍
Master [120] in Management	GESM2M	5		🔍