UCLouvain

llsms2283
2021

Sustainable Human Resource Management and Leadership

5.00 credits	30.0 h	Q2

Teacher(s)	Aust-Gronarz Ina ;
Language :	English
Place of the course	Louvain-la-Neuve
Prerequisites	None
Main themes	The course Sustainable HRM and Leadership focuses on human resource functions in large companies in a globalized world from a sustainability perspective. The approach focuses two roles of Sustainable HRM. First, the role of HRM in making work systems sustainable with the objective on ensuring human sustainability at the workplace and in global supply chains. Second, the role of HRM and leadership in contributing to corporate sustainability and to an overall societal sustainable development. A Sustainable HRM and leadership framework is proposed and HRM strategies and practices of the key areas of HRM are discussed. This course is based on research and insights from diverse fields, including Strategic HRM, Sustainable HRM, Green HRM, organization theory, organizational behavior, Corporate Sustainability, Corporate Social Responsibility, and Global Responsible Leadership.
Learning outcomes	**At the end of this learning unit, the student is able to :**
	1
	The course is designed to develop competent and responsible practitioners. It provides students who do not necessarily intend to work in an HR function, with a deep understanding about the importance of people management as a task for all managers and about the complexity of sustainable people management and leadership.
	At the end of the course, students should be able to:
	1. Understand sustainable and unstainable HRM strategies and practices and their impacts and tensions on employees and other resource holders and stakeholders within a paradox framework.
	2. Understand how Sustainable HRM adds value and extends strategic HRM and adopt a critical point of view on the literature, on the one hand, and on managerial decisions, on the other.
	3. Gain a deep understanding of the nature of Sustainable HRM, the theoretical concepts and frameworks used and acquire the knowledge and skills to understand and implement Sustainable HRM strategies and practices.
	4. Develop competence to measure, analyse and discuss how to increase the sustainable and decrease the unsustainable aspects of HRM practices and how to address potential tensions and paradoxes.
Evaluation methods	The assessment of your performance in this course is composed of the following elements: June
	1. Team evaluation: Group work, oral presentations and peer review (continuous evaluation)
	2. Individual evaluation: Individual reflection paper, course preparations and participation (continuous evaluation) August
	1. The grade obtained for the team evaluation remains, if it is at least 50% of the overall possible team grade.
	2. The individual reflection paper and course preparation and participation grade is replaced by a written individual exam.
Teaching methods	Different teaching methods will be used such as, for example, lecture input, interactive discussions, video analysis, work in duos or small teams in the course, guest speakers and a group project over the duration of the semester ending with a presentation session.
Content	The course Sustainable HRM and Leadership focuses both on human resource functions in large companies in a globalized world from a sustainability perspective and on HR functions in SMEs. The approach focuses on two roles of Sustainable HRM. First, the role of HRM in making work systems sustainable with the objective on ensuring human sustainability at the workplace and in global supply chains. Second, the role of HRM and leadership in contributing to corporate sustainability and to an overall societal sustainable development. A Sustainable HRM and leadership framework is proposed and HRM strategies and practices are discussed for the key areas of HRM. This course is based on research and insights from diverse fields, including Strategic HRM, Sustainable HRM, Green HRM, organization theory, organizational behavior, Corporate Sustainability, Corporate Social Responsibility, and Global Responsible Leadership.

Inline resources	Moodle
Bibliography	Available on Moodle: scientific articles and corporate reports.
Faculty or entity in charge	CLSM

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Master [120] : Business Engineering	INGM2M	5		🔍
Master [120] in Management	GEST2M	5		🔍
Master [120] in Management	GESM2M	5		🔍
Master [120] : Business Engineering	INGE2M	5		🔍