mgest1323
2021

Management humain

5.00 credits	30.0 h + 10.0 h	Q2

Teacher(s)	Taskin Laurent ;
Language :	French
Place of the course	Mons
Main themes	The course is constructed around an analysis framework including three distinct dimensions but which are in interaction : · The context enables to understand the emergence and the current development of the HRM function and practices ; • The strategy illustrates the relation between the context, the business strategy and the definition of an HRM policy ; • HRM policies introduce to major HRM systems, both in their concrete modalities and in their individual and organizational issues
Learning outcomes	**At the end of this learning unit, the student is able to :** 1 The student will be able to : • Identify the HRM policies to address issues of organizational behavior, in a given context ; • Develop a critical analysis of a situation of HR management in systemic and strategic terms and, identify its influence on behaviors within organization ; • Apprehend the techniques and methods of HRM that support the conduct and development of individuals and teams within organization
Evaluation methods	Written exam Case study (report, presentation)
Teaching methods	Combination of plenary sessions, readings, meetings with experts. Case study to be conducted in an organization (involving interviews, readings and tutorials).
Content	I. The general model for 'managing humanly' (MH) II. Context: the rise and contemporary developments of HRM and MH III. Strategy and MH IV. Organizational behaviour (motivation, leadership, group theories and models) V. Traditional and emerging HRM practices
Inline resources	Slides, texts and other material available on Moodle
Bibliography	TASKIN, L. et DIETRICH, A. (2016) Management humain. Pour une approche renouvelée de la gestion des ressources humaines 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
Bachelor in Information and Communication	COMM1BA	5		🔍
Bachelor in Human and Social Sciences	HUSM1BA	5		🔍
Bachelor in Management	GESM1BA	5		🔍
Bachelor : Business Engineering	INGM1BA	5		🔍