UCLouvain

ladpu2035
2022

Public Management: Human Ressources

5.00 credits	30.0 h	Q2

Teacher(s)	Alomar Mohamad Amin (compensates Moyson Stéphane) ;Brenton Scott ;Moyson Stéphane ;
Language :	French
Place of the course	Louvain-la-Neuve
Main themes	- Theories and main HRM tools - The organization and the exercise of H.R. management within public organizations management - The articulation between statutory rules (or the specificity of the public service) and the requirements of professional management of human resources - The question of the leadership: relations between ministers and the senior civil servants - The management of the social relations in the public sector.
Learning outcomes	**At the end of this learning unit, the student is able to :**
	1 - The course should be an initiation to human resources management tools and to the analysis of social rela-tions in the context of the public organizations - It aims at analysing and confronting policies HRM through comparative studies and/or by discussing ex-periences of modernization of HRM - Its aims at discussing the principal challenges to which Human resource management in the public sector will be confronted (p. e. g. centralized or decentralized HRM, HRM and new technologies, remuneration linked to efficiency.)
Evaluation methods	The evaluation is composed of: • a conceptual/theoretical paper (8 marks); • an applied issues paper (12 marks); and • participation in the exercises (±1 mark). The evaluation of the participation in the exercises can lead to the mark for the papers being adjusted with the addition or subtraction of 1 mark (or unchanged). The conceptual/theoretical paper is an assignment, while the applied issues paper is "at home" work and can be submitted after the conclusion of teaching activities. Participation in the exercises will be in both English and French and therefore participants need to be fluent in both. However, the papers can be written in English or in French.
Teaching methods	The course combines: • lectures with exercices; • personal readings; • interactions with different teachers (possibility of invited expert-practioners). The lectures and the exercises prepare the students to the evaluation, but also and mostly to their future professional responsibilities in public-sector HRM.
Content	**ATTENTION PLEASE: this course is bilingual (EN-FR)** While public organisations have been influenced by private sector management techniques in recent decades, the assumption that these are superior and lead to better outcomes has been questioned after the Global Financial Crisis and some lacklustre public sector reforms. There are also distinctive factors ranging from political pressures to employee motivations to the absence of a 'bottom line' as well as accountability demands and citizen expectations that constrain managerial autonomy in public organisations. This course provides a forum for a critical interrogation of theories behind and practices of contemporary human resource management in the public sector around the world. The contents of course, covering the individual, organisational and (inter)national levels, are organised around the career of public officials: • Entry (e.g., methods of recruitment, national schools of recruitment, diverse and inclusive recruitment; integration of new recruits, work motivafion, job satisfaction, retention or turnover rates etc.); • Career systems (e.g., mobility, effects of crises, performance-related management, leadership management, high performance work systems, skills for high performance civil service etc.); • Exit (e.g., pensions, future of the civil service etc.).
Other infos	This course is bilingual (EN-FR)

Faculty or entity in charge	PSAD

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Master [120] in Public Administration	ADPU2M	5		🔍
Master [120] in Human Resources Management	GRH2M	5		🔍