


Teacher(s)	Caesens Gaëtane ;Courtois Marie (compensates Caesens Gaëtane) ;Parmentier Michaël ;
Language :	French
Place of the course	Louvain-la-Neuve
Learning outcomes	
Evaluation methods	<p><u>Competency assessment (20 points):</u> Completion of a case study on the assessment practices of professionals active in the field of competency assessment (i.e., recruitment, personnel assessment, mobility and careers). This case study is evaluated on the basis of the following elements</p> <ul style="list-style-type: none"> • Realization of a study summary for all students (5 points) • Continuous assessment of active participation in all course features (1 point) • Realization of a poster presenting the case study (5 points) <p>Individual written exam with closed notebooks composed of an open question aiming to evaluate the knowledge and mastery of the different concepts, theoretical models and the application of these models (9 points) The evaluation of the "Competency Assessment" part is based on a weighted average of the elements described above.</p> <p><u>Competency Development (20 points):</u> The evaluation will be done through an individual written examination with closed booklets composed of open-ended questions aimed at evaluating the knowledge and mastery of the different concepts, theoretical models and the application of these models. All the modalities related to the certification evaluation are available on the course website on the Moodle platform</p> <p><u>Final grade</u> The final grade (20 points) will be made up of the grade for the "Competency assessment" and the grade for the "Competency development" part. The final grade will consist of these two integrated parts. Successful completion of these two parts is essential to demonstrate the skills and knowledge defined in the learning outcomes of the teaching unit. The success of the teaching unit can therefore only be obtained by passing each part of the course. Otherwise, a failing grade will automatically be awarded in place of the weighted average of the two assessments.</p>
Teaching methods	<p><u>Competency Assessment:</u> The course relies on active student participation and alternates:</p> <ul style="list-style-type: none"> - Lecture sessions introducing the themes - Independent work based on a case study with recruitment professionals - Debates with professionals (depending on availability and possibilities) - Regular exchanges and feedback between the students and the teacher <p><u>Competency development:</u> The course is based on the active participation of students and alternates :</p> <ul style="list-style-type: none"> - Lectures giving the students the necessary theoretical basis - Case analysis and practical exercises
Content	<p><u>Competency assessment</u></p> <ol style="list-style-type: none"> 1- Competency assessment in companies: human resources management, recruitment and selection, career management (including training and professional transitions), competency certification. 2- Assessing skills: metric qualities, social acceptance, ethical issues. 3 - The main assessment methods: references, CV and biographical data, traditional interview, structured interviews based on competencies, cognitive skills (general aptitude and specific aptitudes), 360° feedback, assessment center, personality, hierarchical assessment <p><u>Competency development</u></p> <ol style="list-style-type: none"> 1. General introduction 2. History and actors of training 3. Training as a process (needs analysis, training design, learning in training, training evaluation, training transfer) 4. Organizational socialization

Bibliography	<p>Partie Evaluation des compétences</p> <ul style="list-style-type: none"> • Laberon, S. (2011). Psychologie et recrutement: Modèles, pratiques, et normativités. Bruxelles: De Boeck • Lévy-Leboyer (2007). Evaluation du personnel: Quels objectifs? Quelles méthodes? Paris: Editions d'Organisation. <p>Partie Développement des compétences :</p> <ul style="list-style-type: none"> • Carré, P. & Caspart, P. (2017). Traité des sciences et des techniques de la formation (4ème édition). Paris: Dunod • Rivard, P., & Lauzier, M. (2013). La gestion de la formation et du développement des ressources humaines. Presse de l'Université du Québec. • Saks, M. A., & Haccoun, R. (1995). Managing performance through training and development. Scarborough, Canada : Thomson.
Other infos	<p>Basic knowledge of personnel management, psychometrics, psychology of learning and statistics is an advantage for taking this course.</p> <p>The written exam combining the "Competency Assessment" and "Competency Development" parts is written in French. However, international students who register for the course and the exam will be allowed to use a dictionary during the exam.</p>
Faculty or entity in charge	EPSY

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Master [120] in Psychology	PSY2M	6		
Master [120] in Human Resources Management	GRH2M	5		