

5.00 credits

30.0 h

Q1

Teacher(s)	Marique Géraldine (compensates Stinglhamber Florence) ;Stinglhamber Florence ;
Language :	French
Place of the course	Louvain-la-Neuve
Learning outcomes	
Evaluation methods	<p>If the number of students who enrol in the course allows it, an oral exam will be held. The student will be asked to answer two questions, chosen at random. S/he will have 2-3 minutes of preparation/reflection before presenting his/her answers.</p> <p>If the number of students is too large, the assessment will be done via a written exam instead, including two parts:</p> <p>1/ a multiple response questionnaire (MRQ). Each question will be accompanied by several answer options, of which 0, 1 or several (or even all), may be correct. 1 point will be given if all correct options are chosen and no incorrect options are chosen. No points will be given if no answer is provided, or if all the correct options are not chosen, or if one or more incorrect options are chosen. This part will be rated out of 15.</p> <p>2/ a case study or exercise, with one or two open questions. This part will be rated out of 5.</p> <p>The examination format will be specified as soon as the number of students actually enrolled in the course is known. The information will then be available on Moodle.</p>
Teaching methods	The course will be based on lectures, along with exercises, case studies and discussions/debates that will be facilitated by the Professor.
Content	<p>Students will be given an overview of the place of human resources management (HRM) in managerial policies and strategies, and more generally in the functioning of a company. More specifically, the main methods, procedures and tools used in the different HRM practices will be presented. In each case, the specific contribution of psychology will be discussed.</p> <p>In concrete terms, the different HRM practices that will be discussed are:</p> <ul style="list-style-type: none"> (a) job analysis; (b) evaluation and classification of jobs; (c) recruitment; (d) personnel selection; (e) compensation management; (f) performance evaluation; (g) training and development.
Inline resources	All practical information about the course can be found on Moodle.
Other infos	<p>Having taken the the 2nd year course in work and organizational psychology is an asset, but is not essential.</p> <p>The course is evaluated by either an oral or a written exam (see above). The standard oral exam is in French. However, international students taking this course will be allowed to take the oral exam in English. The standard written exam is in French. However, upon prior request, international students taking this course will be allowed to use a dictionary and will be given 33% more time to take the written exam in French.</p>
Faculty or entity in charge	EPSY

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Bachelor in Psychology and Education: General	PSP1BA	5		