


5.00 credits

30.0 h + 10.0 h

Q1

Teacher(s)	Coster Stéphanie (compensates Taskin Laurent) ;Depaepe Philippe (compensates Taskin Laurent) ;Taskin Laurent ;
Language :	French
Place of the course	Mons
Main themes	<p>The main theme of this course is the management of people and the organization of work in organizations. Human Management is a proposal for the sustainable management of organizations and people. The topics covered are:</p> <ul style="list-style-type: none"> • the organization and transformations of work (organizational design, governance modes (incl. participatory mode), forms of control and collaboration, etc.); • the management of work teams (devices, motivation and recognition theories, meaning of work); • the "human resources management" function (activities such as recruitment and selection, mobility and career management, performance evaluation, learning and professional development, organizational culture, etc.); • strategic HR management; • a critical perspective on HRM models and practices.
Learning outcomes	<p>At the end of this learning unit, the student is able to :</p> <p>Given the « competencies referential » linked to the LSM Bachelor in Management and Business Engineering, this course mainly develops the following competencies:</p> <ul style="list-style-type: none"> • 1.1. Demonstrate the ability to reason independently and adopt a considered and critical approach to knowledge (academic and common sense). • 2.1. Understand the basic concepts and theories in each of the fields of management and economics. • 3.2. Apply clear and structured analytical reasoning, conceptual frameworks and science-based models to describe and analyse a simple but concrete problem and offer a solution. • 5.1. Understand the internal workings of a company of limited size and complexity. • 5.2. Understand these workings, place them in their socio-economic context and identify the interdisciplinary issues. • 6.1. Know and understand the principles of collaborative learning. <p>At the end of the class, the student will be able to:</p> <ul style="list-style-type: none"> • identify the right people management policies to address organizational behavior issues, within a given business strategy and context; • develop a critical analysis of a personnel management situation in systemic and strategic terms and identify its influences on the behaviour of men and women in the organisation; • propose the methods of people management and work organization that make it possible to support the development of individuals and teams in the organization, in a sustainable and respectful way.
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. & Dietrich, A. (2020) Management Humain. Une approche renouvelée de la GRH et du comportement organisationnel. De Boeck supérieur, collection Manager RH, 2è édition.
Faculty or entity in charge	CLSM

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Bachelor : Business Engineering	INGM1BA	5		
Bachelor in Management	GESM1BA	5		