


5.00 credits	30.0 h	Q1
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Teacher(s)	Bonny Gaëtan ;Taskin Laurent ;
Language :	French
Place of the course	Mons
Main themes	The objective of this course is to allow you to understand a situation of organizational change, in a diagnostic approach first, to develop your capacity for analysis and action in an organizational context, then, in an interventionist approach. In particular, it aims to help you understand these situations from the human management point of view: what HRM policies and practices to implement to prepare, support and monitor the changes in question?
Learning outcomes	<p>At the end of this learning unit, the student is able to :</p> <p><u>Learning Outcomes</u></p> <p>At the end of this learning unit, the student is able to:</p> <ul style="list-style-type: none"> • know the main models and theoretical referents useful for organizational diagnosis and human management models; • apply these concepts to organizations (public, private, profit, non-profit) in order to be able to diagnose an organization and its human management and to understand the specific issues associated with current modes of human management and work organization, in a context of transformation; • apply these concepts to the reality of companies (private and public) in order to be able to formulate useful management recommendations in terms of human management of these organizational transformations; • develop a critical analysis of your own approach and the tools and theories mobilized, in particular through the mobilization of a multiparadigmatic approach to change management and organizational analysis.
Teaching methods	<ul style="list-style-type: none"> -Readings -Meetings with experts -Presentations -Coaching sessions -Case study
Content	This course addresses the general issue of piloting organizations in their human side. More precisely, and regarding a major organizational transformation, students are asked to proceed to cultural and organizational diagnosis as well as to the proposal of a change agenda.
Faculty or entity in charge	CLSM

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Master [120] in Management	GESM2M	5		
Master [120] : Business Engineering	INGM2M	5		