



Faculté des sciences économiques, sociales et politiques

ESPO

PERS2100 **Management des ressources humaines**

[45h+15h exercices] 6 credits

Teacher(s): Anne Wallemacq
Language: french
Level: 2nd cycle course

Main themes

To make students aware of the problems that flow from human intervention in the process of producing goods and services; to provide them with the analytical tools that they need to have a better understanding of the specific situations of enterprises from the point of view of staff management; and to present them with a range of staff management models that also identify related strategies, policies and techniques.

Content and teaching methods

Content

- Elements of a multiple (i.e. systemic, contingent and strategic) approach to human resources management and a typology of staff management logics.
- Human beings and their working environment (the implications of the enterprise's external environment and of organisational variables for the strategies and methodology of staff management).
- The personnel function (its mission and its people).
- Designing a social strategy for an enterprise.
- Analysis of some staff management processes from the standpoint of a variety of human resource management models (e.g. particularly allocation of tasks, training, evaluation and payment).

Methodology

Talks complemented by discussions on cases; presentations by senior company executives of their experiences and achievements. This course will include practical exercises, consisting mainly of a survey on a staff management issue that will be carried out by a group of students inside an enterprise.

Other credits in programs

COMU22/RP	Deuxième licence en information et communication (Relations publiques et communication d'organisation)	(5.5 credits)	
ECAP21	Première licence en sciences de gestion	(5.5 credits)	Mandatory
ELME22/M	Deuxième année du programme conduisant au grade d'ingénieur civil électro-mécanicien (mécatronique)	(5.5 credits)	
ELME23/M	Troisième année du programme conduisant au grade d'ingénieur civil électro-mécanicien (mécatronique)	(5.5 credits)	
GLIB21MS	Première année de master en sciences et technologies de l'information et de la communication, à finalité spécialisée	(5.5 credits)	
GLIB2MS	Master en sciences et technologies de l'information et de la communication, à finalité spécialisée	(5.5 credits)	