



Faculté des sciences économiques, sociales et politiques

ESPO

PERS2200 **Gestion prévisionnelle des ressources humaines**

[30h] 5 credits

Teacher(s): Nathalie Delobbe, Alain Vas
Language: french
Level: 2nd cycle course

Main themes

To analyse the strategies, policies, procedures and techniques used in enterprises with a view to integrating staff management within the forward and planned management of the enterprise.

Content and teaching methods

Content

- The forecasting and management of the enterprise's risks.
- The processes of the forward management of staff (career management, personnel management, the management of jobs, the management of total wage-sum, and the management of collective statuses).
- The social report - an instrument for diagnosis, planning and monitoring (accounting approaches and non-accounting approaches).
- The social audit: a management instrument and observation device.
- The logistics of forward management of staff (informatics and staff management).

Methodology

- Collective reflection based on an analysis of important texts and cases of enterprises.
- Discussion with managing directors on their forecasting policy.

Other credits in programs

ECAP22	Deuxième licence en sciences de gestion	(3.5 credits)	
ECGE3DS/FN	Diplôme d'études spécialisées en économie et gestion (Master in business administration) (finance d'entreprise)	(4.5 credits)	
ECGE3DS/IO	Diplôme d'études spécialisées en économie et gestion (Master in business administration) (Management of Innovative Organizations)	(4.5 credits)	Mandatory
ECGE3DS/RH	Diplôme d'études spécialisées en économie et gestion (Master in business administration) (ressources humaines, organisations & relations industrielles)	(4 credits)	
IAG22M	Deuxième année de maîtrise en sciences de gestion (orientation "méthodes quantitatives de gestion")		