Faculty of Economic, Social and Political Sciences

PERS2101   Human management

[65h] 7.5 credits

Teacher(s):   Nathalie Delobbe, Patrice Gobert, Armand Spineux
Language: French
Level: Second cycle

Aims

After the course, the students should be able :
- to identify the different concepts, processes and methods of "Human Resources Management" and of "Organizational Behavior"
- to use these concepts, processes, methods to beter understand and analyse real work situation
- to draw an action plan to improve or change prositively thes real work situations

Main themes

For Human Resources Management : general framework of HRM ; work organization models ; actors logics ;industrial relations and collective negociation ; values and organizational cultures.
For Organizational Behavior : personality at work; social perception; work motivation; power and authority; leadership; interpersonal relations and communication; group dynamics and teams; empowerment; organizational learning and change.

Content and teaching methods

Lectures; self-assessment; experiential exercices, case study; group exercices

Other information (prerequisite, evaluation (assessment methods), course materials recommended readings, ...)

Evaluation :.
- a group work (five students) in an organizational setting on a particular topic of HRM
- an individual report about the workgroup dynamics
- an individual exam (case study and/or MCQ) on the course
Support :. A readings port-folio, ppt of the course available, self-assessment questionnaires, bibliography

Other credits in programs

IAG21M	Première année de Maîtrise en sciences de gestion (orientation "méthodes quantitatives de gestion")	(7.5 credits)	Mandatory
IAG21M/PM	Première année de maîtrise en sciences de gestion (Création d'entreprise)	(7.5 credits)	Mandatory
INGE12BA	Deuxième année de bachelier en ingénieur de gestion	(6 credits)	
INGE21	Première Ingénieur de Gestion	(7.5 credits)	Mandatory
INGE21/PM	Première Ingénieur de Gestion (Création d'entreprise)	(7.5 credits)	Mandatory