Faculty of Psychology and Education Sciences

PSY2210	Personnel psychology : skill development and training

[30h] 3 credits

This course is taught in the 2nd semester

Teacher(s): Etienne Bourgeois
Language: French
Level: Second cycle

Aims

- to teach the students :
- to analyse the logic of training developed in a given organisation (enterprise or non-merchant organisation), in relation with the policy of human resources management and with the organisational context in which it is inserted;
- to analyse the methodological approach underlying the elaboration, the management and the evaluation of the training policy in a given organisational context;
- to analyse the training devices developed in a given organisation, from the point of view of the organisational conditions of both their implementation and their effects.

Main themes

- historical and comparative approach of the function of training in the organisations (merchant and non-merchant). Link with the evolution of the policy of human resources management, of the modes of work organisation and of the socio-economical context.
- survey of different modes of planning, of management and of evaluation of the training actions in the organisations (analysis of the needs, planning of the objectives, operationzl planning, piloting, quality management, evaluation and audit). Analysis of the methods and technics used, of the theoretical concepts underlying them, and of the organisational variables conditioning their implementation.
- theoretical and epistemological approach of the concept of competence and of related concepts (individual and collective competence, qualification, knowledge, representation, learning, socialisation,...)
- theoretical approach of the process of development of the competences in its cognitive and psychosocial components.
- survey of different types of training devices currently observed in various organisational contexts: training devices in "stage" and the training devices "in work situation". Analysis of the methods and technics used; of the theoretical concepts underlying them; of the organisational variables conditioning their implementation; of their potential effects on the process of competences development.

Content and teaching methods

- to teach the students :
- to analyse the logic of training developed in a given organisation (enterprise or non-merchant organisation), in relation with the policy of human resources management and with the organisational context in which it is inserted;
- to analyse the methodological approach underlying the elaboration, the management and the evaluation of the training policy in a given organisational context;
- to analyse the training devices developed in a given organisation, from the point of view of the organisational conditions of both their implementation and their effects.

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

Lectures, discussions, guided readings and case studies

Other credits in programs

COMU22/MS	Deuxième licence en information et communication (Médiation des savoirs)	(3 credits)	
PSY21/2	Première licence en sciences psychologiques (Psychologie sociale et des organisations)	(3 credits)	Mandatory