

Open Faculty of Economic and Social Politics



OPES2220 Politique et gestion du personnel

[30h]

Teacher(s): Anne Rousseau
Language: French
Level: Second cycle

Aims

At the end of the course, the students will be able :

- (1) to grasp the field of organizational and human management, that is to say both a number of policies and practices implemented in organizations (recruitment-selection, evaluation, communication, motivation, leadership #) and the underlying objectives and stakes of these policies and practices.
- (2) to grasp and to place the evolution of these politics and practices in times past and according to the context.
- (3) to discern, describe and evaluate the interactions between human management policies/practices and organisational structures.
- (4) to analyse the process of change concerning the human management of a given organization and to formulate relevant and coherent propositions of intervention compared with the analyse and diagnostic made.

Main themes

The course tackles the questions of organizational and human management closely connected with their context.

It retraces the historical development of the main managerial ways of thinking related to the evolution of the socio-economic contexts.

It analyses concrete human and organizational managerial policies and practices (performance appraisal, mobilisation, leadership #) and also some phenomena of organizational change (quality, reengineering, NTIC, #).

As part of this programme, the course calls for varied theoretical approaches (structural, cultural, strategic, conventions, regulation #) in the continuation of the course "Organization's Sociology".