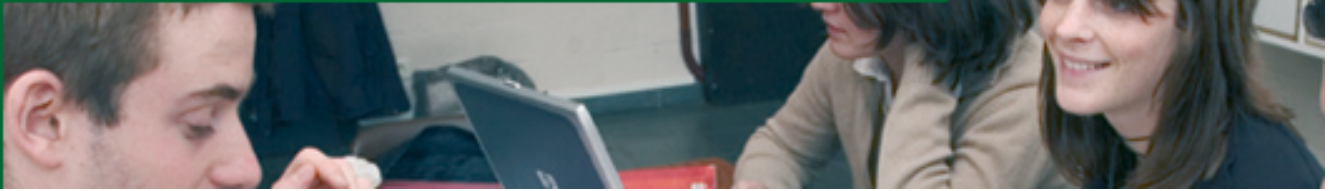


Faculty of Economic, Social and Political Sciences



PERS2100 Management des ressources humaines

[45h+15h exercices] 6 credits

Language: French
Level: Second cycle

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	(6 credits)	Mandatory
FSA12BA	Deuxième année de bachelier en sciences de l'ingénieur, orientation ingénieur civil	(6 credits)	
GLIB21MS	Première année de master en sciences et technologies de l'information et de la communication, à finalité spécialisée	(5.5 credits)	
GLIB21MS/LI	Première année du master en sciences et technologies de l'information et de la communication, à finalité spécialisée. (librairie)	(6 credits)	
GLIB22MS	Deuxième année de master en sciences et technologies de l'information et de la communication, à finalité spécialisée	(6 credits)	
GLIB22MS/LI	Deuxième année de master en sciences et technologies de l'information et de la communication, à finalité spécialisée (librairie)	(6 credits)	
GLIB2MS	Master en sciences et technologies de l'information et de la communication, à finalité spécialisée	(5.5 credits)	