

Faculty of Economic, Social and Political Sciences



PERS2251 Seminar of Human Resource Management

[30h] 5 credits

Teacher(s): Nathalie Delobbe
Language: French
Level: Second cycle

Aims

In this seminar, students will be asked to analyze a current practice or problematic in human resource management by crossing two approaches:

- 1- a theoretical approach based on a documentary search and a synthesis of research results gathered on the topic
- 2- an empirical approach based on a personal investigation (using interviews, questionnaire survey or documentary analysis) inside organizations concerned by this topic

By doing this, this seminar aims at developing the following generic abilities:

- 1- Searching academic documentation and taking theoretical distance about a human problematic in organization.
- 2- Collecting relevant information and analyzing, by the means of a theoretical framework, a concrete case of firm.
- 3- Structuring and communicating orally and in writings results of a personal investigation
- 4- Developing an overview of research methods used in organizational behavior and personnel psychology.

Main themes

Proposed topics will vary from year to year according current concerns and knowledge development in human resource management. Each students sub-group will deal with a different topic, allowing knowledge and experience sharing among students. Examples of topics include:

- Career management: personnel recruitment and selection, organizational entry and socialization, traditional and boundaryless career, expatriation, #
- Work attitudes and behaviors: stress, burn-out and well-being at work, creativity and innovative behaviors, values and meaning of work, work/family balance, satisfaction and commitment, #.

For each topic, students will receive specific reference readings.

Other credits in programs

ECAP22	Deuxième licence en sciences de gestion	(5 credits)	Mandatory
ECGE3DS/AC	Diplôme d'études spécialisées en économie et gestion (Master in business administration) (audit et contrôle de gestion)	(5 credits)	Mandatory