




Au vu du contexte sanitaire lié à la propagation du coronavirus, les modalités d'organisation et d'évaluation des unités d'enseignement ont pu, dans différentes situations, être adaptées ; ces éventuelles nouvelles modalités ont été -ou seront- communiquées par les enseignant-es aux étudiant-es.

5 crédits	30.0 h	Q2
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Enseignants	Aust-Gronarz Ina ;Hericher Corentin (supplée Aust-Gronarz Ina) ;
Langue d'enseignement	Anglais
Lieu du cours	Louvain-la-Neuve
Préalables	None
Thèmes abordés	The course Sustainable HRM and Leadership focuses on human resource functions in large companies in a globalized world from a sustainability perspective. The approach focuses two roles of Sustainable HRM. First, the role of HRM in making work systems sustainable with the objective on ensuring human sustainability at the workplace and in global supply chains. Second, the role of HRM and leadership in contributing to corporate sustainability and to an overall societal sustainable development. A Sustainable HRM and leadership framework is proposed and HRM strategies and practices of the key areas of HRM are discussed. This course is based on research and insights from diverse fields, including Strategic HRM, Sustainable HRM, Green HRM, organization theory, organizational behavior, Corporate Sustainability, Corporate Social Responsibility, and Global Responsible Leadership.
Acquis d'apprentissage	<p>The course is designed to develop competent and responsible practitioners. It provides students who do not necessarily intend to work in an HR function, with a deep understanding about the importance of people management as a task for all managers and about the complexity of sustainable people management and leadership.</p> <p>At the end of the course, students should be able to:</p> <ol style="list-style-type: none"> 1. Understand sustainable and unsustainable HRM strategies and practices and their impacts and tensions on employees and other resource holders and stakeholders within a paradox framework. 2. Understand how Sustainable HRM adds value and extends strategic HRM and adopt a critical point of view on the literature, on the one hand, and on managerial decisions, on the other. 3. Gain a deep understanding of the nature of Sustainable HRM, the theoretical concepts and frameworks used and acquire the knowledge and skills to understand and implement Sustainable HRM strategies and practices. 4. Develop competence to measure, analyse and discuss how to increase the sustainable and decrease the unsustainable aspects of HRM practices and how to address potential tensions and paradoxes. <p>----</p> <p><i>La contribution de cette UE au développement et à la maîtrise des compétences et acquis du (des) programme(s) est accessible à la fin de cette fiche, dans la partie « Programmes/formations proposant cette unité d'enseignement (UE) ».</i></p>
Modes d'évaluation des acquis des étudiants	<p>En raison de la crise du COVID-19, les informations de cette rubrique sont particulièrement susceptibles d'être modifiées.</p> <p>June:</p> <ol style="list-style-type: none"> 1. 50%: group work + oral presentation. It is a continuous evaluation. 2. 50% : written exam. <p>August:</p> <ol style="list-style-type: none"> 1. 50%: the grade obtained in June for the group work and the oral presentation remains. 2. 50%: the written exam is replaced by an oral exam.

<p>Méthodes d'enseignement</p>	<p>En raison de la crise du COVID-19, les informations de cette rubrique sont particulièrement susceptibles d'être modifiées.</p> <p>June:</p> <ol style="list-style-type: none"> 1. 50%: group work + oral presentation. It is a continuous evaluation. 2. 50% : written exam. <p>August:</p> <ol style="list-style-type: none"> 1. 50%: the grade obtained in June for the group work and the oral presentation remains. 2. 50%: the written exam is replaced by an oral exam. <ul style="list-style-type: none"> - Interactive courses with lecture input and critical discussions based on personal readings and cases - Group exercises and group works - Oral presentations followed by discussions
<p>Contenu</p>	<p>This course offers theoretical knowledge on sustainable HRM and leadership. The HRM part of this course will deal with the specific role of the HR system in contributing to sustainability, either by providing resources to organizations to achieve their sustainable commitments, or by rethinking its policies for becoming intrinsically sustainable. The leadership part offers a multilevel perspective on how leaders, ranging from organizations to people, can contribute to sustainability. The two parts are intertwined: students will develop theoretical and empirical knowledge about HRM themes to reflect on their future managing roles.</p>
<p>Ressources en ligne</p>	<p>Moodle</p>
<p>Bibliographie</p>	<p>Available on Moodle: scientific articles and corporate reports.</p>
<p>Faculté ou entité en charge:</p>	<p>CLSM</p>

Programmes / formations proposant cette unité d'enseignement (UE)				
Intitulé du programme	Sigle	Crédits	Prérequis	Acquis d'apprentissage
Master [120] : ingénieur de gestion	INGE2M	5		
Master [120] : ingénieur de gestion	INGM2M	5		
Master [120] en sciences de gestion	GEST2M	5		
Master [120] en sciences de gestion	GESM2M	5		