



5.00 crédits	30.0 h	Q2
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Enseignants	Van den broeck Marie ;
Langue d'enseignement	Anglais
Lieu du cours	Louvain-la-Neuve
Thèmes abordés	<p>Le cours se déroule en trois grandes étapes :</p> <ul style="list-style-type: none"> <li>- introduction générale consacrée à la présentation du cours et à une mise à niveau sur les notions de base ;</li> <li>- systèmes comparés de gestion des ressources humaines ;</li> <li>- systèmes comparés de salaires.</li> </ul>
Acquis d'apprentissage	<p><b>A la fin de cette unité d'enseignement, l'étudiant est capable de :</b></p> <p>A l'issue du cours, les étudiants seront capables mener une analyse comparée en matière de gestion des ressources humaines et de salaires, c'est-à-dire :</p> <ul style="list-style-type: none"> <li>- repérer et comparer les évolutions dans la gestion des ressources humaines et les politiques salariales dans les différents pays européens, en relation avec les changements internationaux ;</li> </ul> <p>1</p> <ul style="list-style-type: none"> <li>- identifier et comprendre les déterminants qui interviennent dans la formation des salaires dans les différents pays ;</li> <li>- repérer les facteurs de convergence et de divergence entre les pays européens ;</li> <li>- identifier les marges de man'uvre possibles dans ces politiques, en tenant compte des contraintes propres aux différents pays.</li> </ul>
Modes d'évaluation des acquis des étudiants	<p>The evaluation of this course comprises both collective and individual components:</p> <ul style="list-style-type: none"> <li>• The first part of the course, on <i>Comparative HRM Systems</i>, will be assessed through a group presentation based on the results of a comparative survey of human resource management policies and practices (with students selecting a specific HRM area). This component accounts for 45% of the overall grade.</li> <li>• The second part of the course, on <i>Comparative Wage and Pay Policies</i>, will be assessed through an oral presentation (conducted in pairs) and a written paper addressing a critical question related to wage and pay systems. This component also represents 45% of the overall grade.</li> <li>• Individual course attendance and participation in class discussions will account for the remaining 10% of the overall grade.</li> </ul> <p>Students who do not achieve a total score of at least 10/20 will be required to submit a written assignment, followed by an oral presentation and discussion, as part of the retake assessment.</p> <p>The use of artificial intelligence during the assessments of this course is governed by the rules set out in the faculty guidelines on this matter, available on the faculty intranet under the student information section: <a href="https://www.uclouvain.be/fr/facultes/espo/restricted/ai">https://www.uclouvain.be/fr/facultes/espo/restricted/ai</a>.</p>
Méthodes d'enseignement	The course combines ex cathedra lectures with interactive seminars and student presentations, fostering active participation and engagement in the learning process.
Contenu	<p>The first part of the course will focus on comparative human resource (HR) systems. It will address the role of the HR manager within organizations and across different national contexts, the diversity of HR policies and practices (e.g. recruitment, training and development, compensation and reward, employee relations and communication), as well as the factors accounting for cross-country similarities and differences. Particular attention will also be given to the main trends shaping HRM over time.</p> <p>The second part of the course will be devoted to comparative wage and pay policies. Topics will include the conceptual foundations of wages and their components, recent developments in reward systems, wage formation processes in Europe, at both the firm level and macroeconomic levels. Finally, attention will be given to the drivers of convergence and divergence in wage-setting practices across countries.</p>
Ressources en ligne	Course materials and information are available on the course Moodle site
Autres infos	This course will be delivered in an evening schedule.

Faculté ou entité en charge:	TRAV
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<b>Programmes / formations proposant cette unité d'enseignement (UE)</b>				
Intitulé du programme	Sigle	Crédits	Prérequis	Acquis d'apprentissage
Master [120] en sciences du travail (horaire décalé)	TRAV2M	5		
Master [60] en sciences du travail (horaire décalé)	TRAV2M1	5		
Master [120] en gestion des ressources humaines	GRH2M	5		