

Due to the COVID-19 crisis, the information below is subject to change, in particular that concerning the teaching mode (presential, distance or in a comodal or hybrid format).

5 credits	30.0 h	Q2
-----------	--------	----

Teacher(s)	Aust-Gronarz Ina ;
Language :	English
Place of the course	Louvain-la-Neuve
Main themes	<p>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.</p>
Aims	<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>The contribution of this Teaching Unit to the development and command of the skills and learning outcomes of the programme(s) can be accessed at the end of this sheet, in the section entitled "Programmes/courses offering this Teaching Unit".</i></p>
Evaluation methods	<p>Due to the COVID-19 crisis, the information in this section is particularly likely to change.</p> <p>June:</p> <ol style="list-style-type: none"> 1. 60%: group work + oral presentation. It is a continuous evaluation. 2. 40% : individual reflection paper and course preparation and participation (continuous evaluation). <p>August:</p> <ol style="list-style-type: none"> 1. 60%: the grade obtained in June for the group work and the oral presentation remains. 2. 40% the individual reflection paper and course participation is replaced by an individual written online exam.
Teaching methods	<p>Due to the COVID-19 crisis, the information in this section is particularly likely to change.</p> <p>Different teaching methods will be used such as, for example, lecture input, interactive discussions, video analysis, work in duos or small teams in the course, guest speakers and a group project over the duration of the semester ending with a presentation session.</p>
Content	<p>The course Sustainable HRM and Leadership focuses both on human resource functions in large companies in a globalized world from a sustainability perspective and on HR functions in SMEs. The approach focuses on 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 are discussed for the key areas of HRM. 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.</p>

Inline resources	Moodle
Bibliography	Available on Moodle: scientific articles and corporate reports.
Faculty or entity in charge	CLSM

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Aims
Master [120] in Management	GESM2M	5		
Master [120] : Business Engineering	INGM2M	5		
Master [120] in Management	GEST2M	5		
Master [120] : Business Engineering	INGE2M	5		