









5.00 credits

30.0 h + 7.5 h

Q2

Teacher(s)	Taskin Laurent ;
Language :	French
Place of the course	Bruxelles Saint-Louis
Prerequisites	<i>The prerequisite(s) for this Teaching Unit (Unité d'enseignement – UE) for the programmes/courses that offer this Teaching Unit are specified at the end of this sheet.</i>
Learning outcomes	<p>At the end of this learning unit, the student is able to :</p> <p>Students will be</p> <ul style="list-style-type: none"> • Able to select appropriate HRM policies given specific context, strategy and behavioural aim ; • Aware of the different HRM strategies and practices, and of the consideration about human beings underneath –and able to develop a critical analysis of existing HRM systems ; • Aware of HRM practices which allow to lead organizations, groups and individuals.
Evaluation methods	-written personal exam (70%) -group case study and its oral presentation (30%)
Teaching methods	-Plenary sessions / classes -Empirical investigation -Debates with professionals -Readings -Business cases
Content	<p>The course adopts the Human Management framework :</p> <ul style="list-style-type: none"> • Context – understanding why current HRM models emerged and developed over time ; • Strategy – understanding the role of HRM and the way to build a strategy; • Organizational behavior – understanding why and how HRM practices influence people's and group's behaviours ; • HRM policies – understanding the main HRM processes, including the most emergent ones; • Content – focusing on work and sensemaking. <p>A empirical survey is conducted by students with the aim to make them discover one sepcific practice and how it is implemented in an organisation.</p>
Bibliography	Support obligatoire : Taskin, L. et Dietrich, A. (2020) Management Humain, 2è édition. Bruxelles : De Boeck supérieur, coll. Manager RH
Faculty or entity in charge	ESPB

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Bachelor in Law	DROB1BA	5	BDROI1220	
Bachelor in Law French-Dutch (and French-Dutch-English)	DRNB1BA	5	BDROI1220	
Bachelor in Information and Communication	COMB1BA	5		
Bachelor in Information and Communication (French-English)	COAB1BA	5		
Bachelor in Information and Communication (French-Dutch-English)	COTB1BA	5		
Bachelor in Economics and Management	ECGB1BA	5		
Bachelor : Business Engineering	INGB1BA	5		
Bachelor : Business Engineering (French-English)	INAB1BA	5		
Bachelor in Translation and Interpreting [Filière en communication interculturelle]	TIMB1BA	5		