UCLouvain

becge1214

2024

Human management

| 5.00 credits | 30.0 h + 7.5 h | Q2 |

Teacher(s)	Terlinden Laurianne ;
Language :	French
Place of the course	Bruxelles Saint-Louis
Prerequisites	*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.*
Learning outcomes	**At the end of this learning unit, the student is able to :** • identify different methods of human resources management and the underlying rationale; • recognize personnel management techniques and methods that support the leadership and development of individuals and teams within the organization; • propose the appropriate people management policy and practices for a given company strategy; • critically analyze of personnel management situations.
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	The course adopts the Human Management framework : • 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. 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.
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 in Translation and Interpreting [Filière en communication interculturelle]	TIMB1BA	5		🔍