

5.00 credits

30.0 h

Q2

Teacher(s)	Caers Ralf ;
Language :	English
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> <ul style="list-style-type: none"> • understand the general concepts of HR in a business context • communicate with corporate HR professionals around HR related matters.
Evaluation methods	<p>The exam is in writing and consists of 20 multiple choice questions and two open questions. For the multiple choice part, a guess penalty does apply.</p> <p>For Erasmus students alternative exam methods may apply when necessary to comply with the calendar of their home university.</p>
Teaching methods	<p>Oral teaching with explanation of theories and illustration through examples. Room for interactive discussions. Students must be ready to answer direct questions asked by the professor.</p> <p>No pre-course reading is expected</p>
Content	<p>The course is designed around the basic HR-scheme: inflow-transfer-outflow. Based upon this scheme we will discuss the main theories currently applied by HR professionals. The following topics will be discussed during teaching:</p> <p>General introduction – definition and evolution Job analysis and job evaluation Recruitment of candidates Selection of applicants Socialization of newcomers Performance management of employees Staff outflow</p>
Bibliography	<p>Slides of the course content are available via Moodle.</p> <p>The compulsory textbook used in the course: Ralf CAERS, Human Resource Management: Basics - Third Edition, Intersentia, 2021, ISBN 9781839701269</p>
Other infos	The course is taught Friday morning between 8:30 and 10:30 am.
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-English (and French-English-Dutch)	DRAB1BA	5	BDRAN1220	
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 (French-English)	ECAB1BA	5		
Bachelor in Economics and Management (French-Dutch- English)	ECTB1BA	5		
Bachelor : Business Engineering	INGB1BA	5		
Bachelor : Business Engineering (French-English)	INAB1BA	5		
Bachelor : Business Engineering (French-Dutch-English)	INTB1BA	5		
Bachelor of Science in Business Engineering	BBEB1BA	5		
Bachelor in Economics and Management [Dual Bachelor's degree for the holder of a Bachelor in Law]	ECGB1BA	5		
Bachelor in Translation and Interpreting [Filière en communication interculturelle]	TIMB1BA	5		