becge1216

2024

Human Resource Management

5.00 credits	30.0 h	Q2

Teacher(s)	Caers Ralf ;
Language :	English
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 :** • understand the general concepts of HR in a business context • communicate with corporate HR professionals around HR related matters.
Evaluation methods	The exam is in writing and consists of 20 multiple choice questions and two open questions. For the multiple choice part, higher seizure is used as an alternative to standard correction for guessing. For Erasmus students alternative exam methods may apply when necessary to comply with the calendar of their home university.
Teaching methods	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. No pre-course reading is expected
Content	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: 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
Bibliography	Slides of the course content are available via Moodl. The compulsory textbook used in the course: Ralf CAERS, Human Resource Management: Basics - Third Edtion, Intersentia, 2021, ISBN 9781839701269
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		🔍