


7.00 credits

45.0 h

Q1 and Q2

|                             |  |
|-----------------------------|--|
| Teacher(s)                  | Dumay Xavier ;Glinne-Demaret Harmony ;Glinne-Demaret Harmony (compensates Dumay Xavier) ;Guilmot Nathalie (compensates Dumay Xavier) ;   |
| Language :                  | French   |
| Place of the course         | Louvain-la-Neuve   |
| Learning outcomes           |  |
| Evaluation methods          | Students are evaluated in two ways<br>A/ A group work aiming at developing your competence to accompany and evaluate the implementation of an HRM practice (60%)<br>B/ Carrying out two individual case studies during the year (40%)<br>The use of IAgeneratives is forbidden   |
| Teaching methods            | The course aims to encourage interactivity with students in order to benefit from a shared experience. To this end, the course combines lectures, group discussions, practical exercises, case studies and group work. Given the exceptional situation resulting from the COVID-19 epidemic, the course will alternate between face-to-face and remote sessions according to a schedule that will take into account the evolution of the epidemic.   |
| Content                     | The course content is organized around the following themes:<br>Human management<br>Recruitment and selection process<br>Personnel appraisal<br>Leadership<br>Creativity and innovation in business<br>HR change management<br>Negotiation process   |
| Inline resources            | All resources used in the course will be available through Moodle.   |
| Bibliography                | <ul style="list-style-type: none"> <li>• Guerrero S. 2009. <i>Les Outils des RH. Les savoir-faire essentiels en GRH</i>. Paris : Dunod</li> <li>• Hosdey A. 2010. <i>Pour des entretiens d'évaluation efficaces</i>. Bruxelles : edipro</li> <li>• Levy-Leboyer C. 2011. <i>Evaluation du personnel</i> (7e édition). Paris : Eyrolle</li> <li>• Dejoux C. 2013. <i>Gestion des compétences et GPEC</i>. Paris : Dunod</li> <li>• Dejours C. et Thévenet M. 2010. <i>La gestion des talents</i>. Paris : Dunod.</li> <li>• Dorbes Lecoeur E. 2015. <i>Gérer les compétences et les talents. Le guide pratique</i>. LLN : de Boeck supérieur.</li> <li>• "Conduite du changement: concepts clés" de Autopsier, Vandangeon et Vas (Edition Dunod)</li> <li>• "Le changement agile" de Autissier et Moutot (Edition Dunod)</li> <li>• "Le pilotage du changement" de Colletterie, Laurier et Schneider (Presses de l'Université du Québec)</li> <li>• "La Boîte à outils des Ressources Humaines " de <a href="#">Annick Haegel</a> (Edition Dunod)</li> <li>• Isabelle Galois-Faurie, Alain Lacroux« « Serious games » et recrutement : quels enjeux de recherche en gestion des ressources humaines ? », @GRH2014/1 (n° 10), p. 11-35.</li> <li>• Moez Ben Yedder <i>et al.</i>, « Le CV anonyme : les visions des DRH », <i>Management &amp; Avenir</i> 2011/3 (n° 43), p. 253-264.</li> </ul> |
| Faculty or entity in charge | EDEF   |

| <b>Programmes containing this learning unit (UE)</b> |         |         |              |   |
|--|---------|---------|--------------|---|
| Program title  | Acronym | Credits | Prerequisite | Learning outcomes   |
| Master [120] in Education (shift schedule)           | FOPA2M  | 7       |              |  |