


Teacher(s)	Caesens Gaëtane ;
Language :	French
Place of the course	Louvain-la-Neuve
Learning outcomes	
Evaluation methods	<p><b><u>Part A. Competency assessment</u></b></p> <p><u>First session :</u> The evaluation covers:</p> <ol style="list-style-type: none"> <li>1. Carrying out work in sub-groups (Case analysis, interview with a professional, oral presentation, active participation) [40% of the grade for the part « Competency assessment »]</li> <li>2. Individual written exam with closed notebooks composed of an open question aiming to evaluate the knowledge and mastery of the different concepts, theoretical models and the application of these models [60% of the grade for the part « Competency assessment » ]</li> </ol> <p>The final grade will therefore take into account the achievement and active participation in groups and preparation sessions.</p> <p><u>Second session :</u> The evaluation covers:</p> <ol style="list-style-type: none"> <li>1. Carrying out individual work (Case analysis, interview with a professional) that will be presented in an oral exam (with questions on the work) [40% of the grade for the part « Competency assessment »].</li> <li>2. Individual written exam with closed notebooks composed of an open questions aiming to evaluate the knowledge and mastery of the different concepts, theoretical models and the application of these models [60% of the grade for the part « Competency assessment » ]</li> </ol> <p><b><u>Part B. Competency development</u></b></p> <p>For both sessions (January and September), the evaluation will be done through an individual written examination with closed booklets composed of open-ended questions aimed at evaluating the knowledge and mastery of the different concepts, theoretical models and the application of these models.</p> <p><b><u>Final Grade</u></b></p> <p>For psychology students, the final mark is the weighted average of the marks for Part A (“Competency assessment” part) and for Part B (“Competency development” part). In the overall final grade, part A is worth 10/20 and part B is worth 10/20.</p> <p>All the modalities related to the certification evaluation are available on the course website on the Moodle platform</p>
Teaching methods	<p><b><u>Part 1. Competency assessment</u></b></p> <p>The course is based on the active participation of students and alternates :</p> <ul style="list-style-type: none"> <li>- Lectures</li> <li>- Carrying out work in sub-groups (oral presentation in front of students and the teacher) that involves a case analysis and an interview with a professional</li> <li>- Supervisions with the teacher</li> <li>- The intervention of a professional</li> </ul> <p><b><u>Part 2. Competency development</u></b></p> <p>The course is based on the active participation of students and alternates :</p> <ul style="list-style-type: none"> <li>- Lectures giving the students the necessary theoretical basis</li> <li>- Case analysis and practical exercises</li> <li>- The intervention of a professional</li> </ul>
Content	<p><b><u>Part 1. Competency assessment</u></b></p> <ol style="list-style-type: none"> <li>1. The notion of “competency”</li> <li>2. Main assessment methods: references, CV and biographical data, traditional interview, structured interviews, cognitive skills (general aptitude and specific aptitudes), 360° feedback, assessment center, personality test.</li> <li>3. Assessing skills: psychometric qualities, social acceptance (justice), and so on.</li> <li>4. Competency assessment in organizations: recruitment and selection, performance management, career management</li> </ol> <p><b><u>Part 2. Competency development</u></b></p> <ol style="list-style-type: none"> <li>1. History and actors of training</li> </ol>

	<p>2. Training as a process (needs analysis, training design, training evaluation)</p> <p>3. Principles of learning</p> <p>4. Digitalization and training</p> <p>5. Motivation in training</p> <p>6. Transfer of training</p> <p>7. Organizational socialization</p>
Inline resources	Moodle
Bibliography	<p><b>Partie Evaluation des compétences</b></p> <ul style="list-style-type: none"> <li>• Laberon, S. (2011). Psychologie et recrutement: Modèles, pratiques, et normativités. Bruxelles: De Boeck</li> <li>• Lévy-Leboyer (2007). Evaluation du personnel: Quels objectifs? Quelles méthodes? Paris: Editions d'Organisation.</li> </ul> <p><b>Partie Développement des compétences :</b></p> <ul style="list-style-type: none"> <li>• Carré, P. &amp; Caspart, P. (2017). Traité des sciences et des techniques de la formation (4ème édition). Paris: Dunod</li> <li>• Rivard, P., &amp; Lauzier, M. (2013). La gestion de la formation et du développement des ressources humaines. Presse de l'Université du Québec.</li> <li>• Saks, M. A., &amp; Haccoun, R. (1995). Managing performance through training and development. Scarborough, Canada : Thomson.</li> </ul>
Other infos	<p>The following course(s) provide important foundations for understanding and integrating this course:</p> <p>LPSP1321: Psychology of human resources</p> <p>LPSP1211: Psychometrics</p> <p>LPSP1011: Statistics: descriptive analysis of quantitative data</p> <p>LPSP1209: Statistics, inference on one or two variables</p> <p>The course is given in French, but a set of English slides is available for international students: <b>no</b></p> <p>The core reading for the course is in French, but equivalent core reading is available for international students in English: <b>yes</b></p> <p>The written exam and oral presentations are in <b>French</b>.</p> <p>However, international students taking this course:</p> <ul style="list-style-type: none"> <li>• Will be allowed to use a dictionary when taking the written exam in French: <b>yes</b></li> <li>• Will be allowed 33% more time when taking the written exam in French: <b>no</b></li> <li>• Are provided with the opportunity to take the written exam in English: <b>no</b></li> <li>• Are provided with the opportunity to take an alternative oral exam in English : <b>no</b></li> </ul>
Faculty or entity in charge	EPSY

<b>Programmes containing this learning unit (UE)</b>				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Master [120] in Psychology	PSY2M	6		
Master [120] in Human Resources Management [Réforme 2024-25]	GRH2M	5		