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5.00 credits	30.0 h + 10.0 h	Q1
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Teacher(s)	Taskin Laurent ;
Language :	French
Place of the course	Mons
Main themes	<p>The main theme of this course is the management of people and the organization of work in organizations. Human Management is a proposal for the sustainable management of organizations and people. The topics covered are:</p> <ul style="list-style-type: none"> • the organization and transformations of work (organizational design, governance modes (incl. participatory mode), forms of control and collaboration, etc.); • the management of work teams (devices, motivation and recognition theories, meaning of work); • the "human resources management" function (activities such as recruitment and selection, mobility and career management, performance evaluation, learning and professional development, organizational culture, etc.); • strategic HR management; • a critical perspective on HRM models and practices.
Learning outcomes	<p>At the end of this learning unit, the student is able to :</p> <p>Given the « competencies referential » linked to the LSM Bachelor in Management and Business Engineering, this course mainly develops the following competencies:</p> <ul style="list-style-type: none"> • 1.1. Demonstrate the ability to reason independently and adopt a considered and critical approach to knowledge (academic and common sense). • 2.1. Understand the basic concepts and theories in each of the fields of management and economics. • 3.2. Apply clear and structured analytical reasoning, conceptual frameworks and science-based models to describe and analyse a simple but concrete problem and offer a solution. • 5.1. Understand the internal workings of a company of limited size and complexity. • 5.2. Understand these workings, place them in their socio-economic context and identify the interdisciplinary issues. • 6.1. Know and understand the principles of collaborative learning. <p>At the end of the class, the student will be able to:</p> <ul style="list-style-type: none"> • identify the right people management policies to address organizational behavior issues, within a given business strategy and context; • develop a critical analysis of a personnel management situation in systemic and strategic terms and identify its influences on the behaviour of men and women in the organisation; • propose the methods of people management and work organization that make it possible to support the development of individuals and teams in the organization, in a sustainable and respectful way.
Evaluation methods	<p>Written exam Case study (report, presentation)</p>
Teaching methods	<p>Combination of plenary sessions, readings, meetings with experts. Case study to be conducted in an organization (involving interviews, readings and tutorials).</p>
Content	<p>I. The general model for 'managing humanly' (MH) II. Context: the rise and contemporary developments of HRM and MH III. Strategy and MH IV. Organizational behaviour (motivation, leadership, group theories and models) V. Traditional and emerging HRM practices</p>
Inline resources	<p>Slides, texts and other material available on Moodle</p>
Bibliography	<p>Taskin, L. & Dietrich, A. (2024) Management Humain. Une approche renouvelée de la GRH et du comportement organisationnel. De Boeck supérieur, collection Manager RH, 3è édition.</p>

Faculty or entity in charge	CLSM
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Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Bachelor : Business Engineering	INGM1BA	5		
Bachelor in Human and Social Sciences	HUSM1BA	3		
Bachelor in Information and Communication	COMM1BA	3		
Bachelor in Management	GESM1BA	5		
Bachelor in Political Sciences: General	SPOM1BA	3		