









5.00 credits

30.0 h + 7.5 h

Q2

|                             |  |
|-----------------------------|--|
| Teacher(s)                  | Terlinden Laurianne ;  |
| Language :                  | French   |
| 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><b>At the end of this learning unit, the student is able to :</b></p> <ul style="list-style-type: none"> <li>• identify different methods of human resources management and the underlying rationale;</li> <li>• recognize personnel management techniques and methods that support the leadership and development of individuals and teams within the organization;</li> <li>• propose the appropriate people management policy and practices for a given company strategy;</li> <li>• critically analyze of personnel management situations.</li> </ul>   |
| Evaluation methods          | <p>Learning outcomes are assessed through :</p> <ol style="list-style-type: none"> <li>1. an <b>in-session individual written examination</b> covering the material covered in lectures, readings and discussions (70% of the total mark, in the first session)</li> <li>2. a practical work, consisting of the completion and collective presentation of a <b>field study on an HRM practice</b>, from a humane management perspective (30% of the total mark, in the first session).</li> </ol> <p>Successful completion of the course requires the participation in both assessment methods (in-session examination and practical work) and a minimum grade of 8/20 on the individual examination. As this is a continuous assessment, the practical work cannot be retaken in the second session. If the course is not passed in the first session, the practical work grade will only account for 20% of the student's overall grade.</p> |
| Teaching methods            | <p>The course is based on a combination of theoretical lectures, readings and practitioners sharing their experiences. The practical work combines readings, support sessions (including methodology), conducting a field survey (case study using semi-structured interviews) and an oral presentation.</p>   |
| Content                     | <p>The course is structured around four main themes:</p> <ol style="list-style-type: none"> <li>1. Critical analysis of traditional HRM: evolution of the HR function; main theoretical concepts associated with traditional HRM; contemporary developments in work, organisations and people management;</li> <li>2. Introduction to humane management and its anthropological and theoretical roots (reflexivity, recognition, consideration of real work);</li> <li>3. In-depth study of current organisational issues (hybrid work, diversity, etc.);</li> <li>4. Presentation of the main HRM practices (career management, appraisal, etc.) and reflection on the conditions for their suitability from a humane management perspective.</li> </ol> <p>Finally, a practical group assignment leads students to study a specific HRM policy developed within an organisation.</p>   |
| Inline resources            | Slides and readings on Moodle  |
| Bibliography                | Support <u>obligatoire</u> : Taskin, L. et Dietrich, A. (2024) Management Humain, 3è édition. Bruxelles : De Boeck supérieur, coll. Manager RH   |
| Other infos                 | <p>In written assignment, sources of information must be systematically cited in accordance with bibliographic referencing standards (APA, 7th ed.). The use of generative AI is tolerated provided that it is occasional and limited. The use of AI must be explicitly indicated at the beginning of the work. For each use (idea generation, literature search, text generation, text correction, etc.), the student specifies which generative AI tool was used, for which part, in what way, and to what extent. Failure to comply with this requirement may constitute an irregularity. The student remains responsible for the content of their work, regardless of the sources and tools used.</p>  |
| Faculty or entity in charge | ESPB   |

| Programmes containing this learning unit (UE)   |                         |         |                          |   |
|---|-------------------------|---------|--------------------------|---|
| Program title   | Acronym                 | Credits | Prerequisite             | Learning outcomes   |
| Bachelor in Law   | <a href="#">DROB1BA</a> | 5       | <a href="#">BDRO1220</a> |    |
| Bachelor in Law French-Dutch<br>(and French-Dutch-English)                                | <a href="#">DRNB1BA</a> | 5       | <a href="#">BDRO1220</a> |    |
| Bachelor in Information and<br>Communication  | <a href="#">COMB1BA</a> | 5       |                          |    |
| Bachelor in Information and<br>Communication (French-<br>English)                         | <a href="#">COAB1BA</a> | 5       |                          |    |
| Bachelor in Information and<br>Communication (French-Dutch-<br>English)                   | <a href="#">COTB1BA</a> | 5       |                          |    |
| Bachelor in Economics and<br>Management   | <a href="#">ECGB1BA</a> | 5       |                          |    |
| Bachelor : Business Engineering   | <a href="#">INGB1BA</a> | 5       |                          |   |
| Bachelor in Translation<br>and Interpreting [Filière en<br>communication interculturelle] | <a href="#">TIMB1BA</a> | 5       |                          |  |