

3.00 credits

22.5 h + 15.0 h

Q2

Teacher(s)	Malcourant Emilie ;
Language :	French
Place of the course	Louvain-la-Neuve
Main themes	• The main developments in HRM and the application of concepts in sport, • Theoretical frameworks, leadership concepts and practices relevant to sport, • HRM and the relationship with employees in the sport industry, • HRM and the relationship with volunteers in the sport industry, • Recruitment, development and training, • Motivation, satisfaction and performance, • Well-being and stress-related problems, • Conflict management and negotiation, • Forms of leadership, • Group dynamics, • Change management and organisational behaviour • The legal context for working in sport in Belgium • Current issues in organisational behaviour in sport
Learning outcomes	At the end of this learning unit, the student is able to : • Identify and analyse key developments associated with the emergence of Human Resource Management (HRM) and key developments since its emergence (1.1, 1.2, 1.5, 4.1) • Discuss and critically evaluate a selection of HRM and leadership theoretical frameworks, concepts and practices relevant to sport (1.1, 1.2., 1.4 . 1 .5 , 4.1) • Stakeholder identification and management (1.1, 1.2, 4., 1. 5, 4.1) • Identify and evaluate the range of perspectives on human resource management and employee relations (1.1, 1.2, 1.4 , 1 .5 , 1). • Critically examine current issues in organisational behaviour, human resource management and employee relations in sport organisations and recommend appropriate HRM practices in particular circumstances (1.1, (1.1, 1.2, 1.4, 1.5., 4.1, 7.2, 7.3, 7.4) • Appreciate the legal context of employment in sport in Belgium Appreciate the legal context of employment in sport in Belgium (1.1., 1.2., 1.4 ., 1 .5 , 4.1)
Bibliography	Références non exhaustives : • Taskin, L. & Dietrich, A. (2024). <i>Management humain : Une approche renouvelée de la GRH et du comportement organisationnel</i>. (3e éd.). De Boeck Supérieur. • Taylor, T., Doherty, A., & Kerwin, S. (2024). <i>Managing People in Sport Organizations: A Strategic Human Resource Management Perspective</i> (3rd ed.). Routledge. https://doi.org/10.4324/9781003415893
Other infos	This course is strictly reserved for FSM students. It is not open to other UCLouvain students.
Faculty or entity in charge	FSM

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Master [120] in Motor Skills: Physical Education	EDPH2M	3		