US1724 - Human Resource Management

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Code : US1724

Unité spécifique de type cours

3 crédits

Responsabilité nationale :
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Présentation

Prérequis

- Bachelor’s Degree holder or equivalent
- 3 years of professional experience
- Proficiency in English: (TOEFL IBT 90 or IELTS: 6.5 or TOEIC 800)
- Before the course students are required to :
  - 1. Understand how organizations work
  - 2. Be aware about managerial current issues

Objectifs pédagogiques

Firms are run by human and managed by humans. Any decision in a company impacts humans, taken by individuals or with the assist of technologies. In firms, mastering how individuals behave and what management issues are, is crucial to succeed on the way of performance.

Human Resource Management provides to the managers the keys to take the decision in order to maintain high performance and individual satisfaction.

Course objectives

1. Understand what HRM means.
2. Give the keys to manage people.
3. Understand managements issues about strategic, managerial, individual, and team decision.

Compétences

Expected learning outcomes

At the end of the course, students should know and be able to demonstrate their ability to:

- Identify complex HR issues
- Understand the complexity of HR decisions and the notion of contingency
- Manage talents
- Master the hiring process
- Know what is the link between appraisal and performance
- Build compensation and benefits strategy
- Manage HR projects

Programme

Contenu

- Introduction to HRM & HRM and the contingency approach
- Compensation and Benefits
- The hiring process
- Talent Management
- Skills Transformation
- Career development
- Appraisal and performance
- Project management

Modalités de validation

- Contrôle continu
- Projet(s)

Bibliographie

Titre	Auteur(s)

Fonctions RH, Pearson, 3eme édition, 2012	Thevenet, Dejoux, Pennaforte et al
Human Resource Management Gaining a competitive advantage, 8th edition	Noe