

5.0 credits	30.0 h	2q
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Teacher(s) :	Marique Géraldine (compensates Delobbe Nathalie) ; Delobbe Nathalie ;
Language :	Français
Place of the course	Louvain-la-Neuve
Main themes :	<p>The course is divided in three parts :</p> <ul style="list-style-type: none"> - from a unitarist to a pluralist view of organisations : main theoretical inputs to understand relationships between actors in and around organisations : readings ; - what happens in practice ? Preparation and implementation of a limited empirical study ; - presentations to the class and final analysis ; implications for management and change.
Aims :	<p>Future managers interested in human resource management have to understand power relationships and micro-politics at play in the organisation or in the enterprise. These power relationships and micro-politics will determine what is or is not feasible in the field of human resource management, and also the results of HR policies. From their conception until their implementation and their final outcomes, training strategies or evaluations systems for instance, are embedded in micro-politics that constitute a specific organisational 'order'. The course focuses on an understanding of these relationships and on their role in the creation of a specific managerial order.</p> <p>At the end of the course, students must be able to:</p> <ul style="list-style-type: none"> - understand the main theoretical inputs allowing them to approach these dimensions of organisations; - use them appropriately to analyse and interpret practical situations; - draw implications for management. <p><i>The contribution of this Teaching Unit to the development and command of the skills and learning outcomes of the programme(s) can be accessed at the end of this sheet, in the section entitled "Programmes/courses offering this Teaching Unit".</i></p>
Content :	<p>The course places an important focus on interactions between the participants. Students' active participation is therefore required: presentation of readings, fieldwork, presentation of fieldwork results, discussions in the class.</p> <p>Content See 'Scope of the activity' above.</p> <p>Methods In-class activities X Lectures X Interactive seminar X Micro-teaching (partly presented by students) X Project based learning</p> <p>At home activities X Readings to prepare the lecture X Paper work X Students presentation</p>

<p>Other infos :</p>	<p>Prerequisites (ideally in terms of competencies) Basic knowledge in human resource management and in organisational theory</p> <p>Evaluation : Class participation and oral examination, in French or English Evaluation is split in two parts : - students group presentations in class (50%) - individual paper (50%) of about ten pages, that must demonstrate the student's understanding of theoretical inputs and his/her capacity to use them adequately to interpret a 'real-life' situation. The paper will comprise an analytical question, the relevant theoretical references to examine this question, the empirical data collected in fieldwork, the analysis and a conclusion.</p> <p>Support : PowerPoint presentations and readings. Documents are provided via iCampus.</p> <p>References : Provided during the class</p> <p>Corporate features X case study</p> <p>Skills X presentation skills X writing skills X team work X individual autonomy X time management X critical thinking</p> <p>Techniques and tools for teaching and learning X Internet work X qualitative methods</p>
<p>Cycle and year of study :</p>	<p>> Master [120] in Human Resources Management > Master [120] in Management > Master 120 of arts in Business engineering > Master 120 in Management</p>
<p>Faculty or entity in charge:</p>	<p>CLSM</p>