

## HUMAN RESOURCE MANAGEMENT

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|--|-----------------------------------|--|--|---|---|-----------------|--|---|
| <b>Code du cours</b><br>Course Code  |                                   |  | <b>Titre du cours</b><br>Course title  |   |   |                 |  |   |
| BAC.EAINA.HRBUS.<br>3503   |                                   |  | <b>HUMAN RESOURCE MANAGEMENT</b>   |   |   |                 |  |   |
| <b>Crédits</b><br>Credits  |                                   | <b>Période d'enseignement</b><br>Teaching period |  |   |   |                 | <b>Année Académique</b><br>Academic Year |   |
| 6  |                                   | fall   |  |   |   |                 | 2022/2023                                |   |
| <b>Charge de travail</b><br>Student workload                                     | <b>Synchrone /</b><br>Synchronous | <b>Asynchrone /</b><br>Asynchronous              | <b>Travail en</b><br>équipe<br>Team work                                       | <b>Activités</b><br>pédagogiques<br>/ Pedagogical<br>activities | <b>Travail</b><br>personnel<br>Personal<br>work | <b>Coaching</b> | <b>Evaluation</b>                        | <b>Charge totale de travail</b><br>Total workload |
|  | 39                                | 0  | 0  | 0   | 90  | 0               | 6  | 135   |
| <b>Programme</b><br>Program  |                                   |  | Global BBA   |   |   |                 |  |   |
| <b>Discipline</b><br>Discipline  |                                   |  |  |   |   |                 |  |   |
| <b>Module</b>  |                                   |  | -  |   |   |                 |  |   |
| <b>Type de cours</b><br>Course type  |                                   |  | core   |   |   |                 |  |   |
| <b>Campus</b>  |                                   |  | Barcelone, Belo Horizonte, Lille, Raleigh, Sophia, Stellenbosch-Le Cap, Suzhou |   |   |                 |  |   |
| <b>Campus partenaire</b>   |                                   |  |  |   |   |                 |  |   |
| <b>Course open to</b><br>students in exchange                                    |                                   |  |  |   |   |                 |  |   |
| <b>Langue</b><br>d'enseignement<br>Teaching language                             |                                   | Anglais / English                                |  |   |   |                 |  |   |
| <b>Responsable du</b><br>cours<br>Course leader                                  |                                   |  | JOUSSEMET Caroline   |   |   |                 |  |   |
| <b>Pré-Requis</b><br>Prerequisite  |                                   |  | BAC.EAINA.HRBUS.3501   |   |   |                 |  |   |
| <b>Nom des</b><br>intervenants par<br>campus<br>Instructor(s) names<br>by campus | Belo<br>Horizonte                 |  |  |   |   |                 |  |   |
|  | Lille                             |  |  |   |   |                 |  |   |
|  | Paris                             |  |  |   |   |                 |  |   |
|  | Raleigh                           |  |  |   |   |                 |  |   |
|  | Sophia                            |  |  |   |   |                 |  |   |
|  | Stellenbosch-<br>Le Cap           |  |  |   |   |                 |  |   |
|  | Suzhou                            |  |  |   |   |                 |  |   |
|  | Nanjing                           |  |  |   |   |                 |  |   |

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|  | Barcelone |  |  |  |
|  | Other     |  |  |  |

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| <b>Descriptif du cours / Course description</b>   | The course aims to help students understand what human resource management (HRM) is. The course investigates both the strategic nature and the functional importance of HRM as well as some technical aspects of managing people such as job analysis, recruitment, law and training and development.  |
| <b>Thèmes / Topics</b>  |  |
| <b>Résultats d'apprentissage / Intended Learning Outcomes and Skills</b>                          | <p><b>A l'issue de la formation, vous serez capable de / As a result of this module, you will be able to:</b></p> <p><b>Connaissances / Knowledge and Understanding (subject specific)</b><br/> understand the HR scorecard approach learn how to analyze jobs acquire knowledge of the US equal opportunity legal framework and to understand its relevance</p> <p><b>Aptitudes cognitives / Cognitive skills</b><br/> acquire an understanding of the strategic business role of HRM learn about personnel planning and recruitment in theory and in practice learn about the process and the importance of training and development in organizations</p> <p><b>Attitudes / Key transferable skills</b><br/> write a technical report</p> <p><b>Ethical and social understanding</b><br/> Actively use newly learned concepts and associated language in a competency-based HRM research project</p> |
| <b>Contribution aux objectifs pédagogiques du programme / Contribution to learning objectives</b> | <p>Indiquer les learning objectives auxquels contribue le cours (en se basant sur le curriculum mapping du programme) / Indicate which learning objectives the course contributes to (based on the program curriculum mapping)</p> <p>LO1.4 : To understand and apply theories and major concepts of organisation and management : LG1 : Graduate should be knowledgeable about business disciplines</p> <p>Cours soumis à évaluation dans le cadre de l'Assurance of Learning pour l'année en cours ? Non / No</p>  |
| <b>Evaluation des étudiants / Student Assessment</b>  | <p><b>Evaluation finale (DS)</b><br/> <b>Final examination</b> 40%</p> <p>(Précisez la nature pour l'évaluation finale / Explain type for final examination)</p> <p>Cliquez ici pour entrer du texte.</p> <p>QCM - Quiz:<br/> Epreuve sur table - Supervised exam:<br/> Présentation orale - Presentation:<br/> Rapport écrit/Dissertation - Report / Dissertation:<br/> Participation - Class participation:</p>  |

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|   | <b>Autre, précisez / Other, precise:</b>  |                 |
|   | <b>Contrôle continu</b><br><b>Continuous Assessment</b>   | 60%             |
|   | préciser nature / Explain type  |                 |
|   | <p>Cliquez ici pour entrer du texte.</p> <p>QCM - Quiz:</p> <p>Epreuve sur table - Supervised exam:</p> <p>Présentation orale - Presentation:</p> <p>Rapport écrit/Dissertation - Report / Dissertation:</p> <p>Participation - Class participation:</p> <p><b>Autre, précisez / Other, precise:</b></p>  | Nb midterms : 2 |
| <b>Méthodes<br/>d'enseignement</b><br><b>Teaching Methods</b> | <b>Format de cours / Course format</b>  |                 |
|   | Cours magistral / Lecture   |                 |
|   | <b>Autre, précisez / Other, precise:</b>  |                 |
|   | <b>Activités d'apprentissage / Learning activities</b>  |                 |
|   | Etudes de cas / Case studies - Personal guided study - Devoirs / Assignments  |                 |
| <b>Plan de cours</b><br><b>Course Plan</b>                    | <p>What is HRM?</p> <p>Introduction/course objectives - HRM jobs/personnel management</p> <p>Line &amp; staff duties - Modern trends</p> <p>Evidence-based HRM - Project launch</p> <p>Strategic HRM</p> <p>The strategic management proces</p> <p>A strategy-oriented HR system - Metrics</p> <p>High-performance work system - CB project work planning</p> <p>Job analysis &amp; Talent management</p> <p>Purposes; processes; methods; tools; competency-based job analysis</p> <p>Equal employment opportunity 1 - EEO laws</p> <p>Equal employment opportunity 2 - EEO laws</p> <p>Midterm 1</p> <p>CB project work</p> <p>Personnel planning &amp; recruiting 1 - Forecasting techniques</p> <p>Research project progress reports</p> <p>Internal &amp; external labour markets - Key recruitment issues</p> <p>Training &amp; developing employees 1</p> <p>The training process - The training techniques</p> <p>Training &amp; developing employees 2</p> <p>Management development</p> <p>Midterm 2</p> <p>CB project work -Employee Retention &amp; Careers 1</p> <p>Responsibilities - Coaching, mentoring - Promotions &amp; transfers</p> <p>Employee Retention &amp; Careers</p> <p>Career orientation - How to do it internet-based</p> <p>Labor relations</p> <p>American Union movement - Unions &amp; the law</p> <p>CB project presentations 1</p> |                 |

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|  | CB project presentations 2<br>Final Exam  |
| <b>Référence Académique / Academic reference</b>     | Lectures obligatoires / Required readings :<br>Human Resource Management, Dessler Gary, 13th Edition, Pearson, 2013, ISBN 10: 0-273-76602-3<br>Lectures Recommandées / Recommended readings : |
| <b>Site(s) web / Web site(s)</b>                     |   |
| <b>Licence(s) informatique(s)/ Computer licenses</b> |   |

|   | Modalités de délivrance du cours (par campus si différent)<br>Course delivery modes (per campus if different) |   |  |                                  |  |  |
|---|---|---|--|----------------------------------|--|--|
| <b>Nombre CM Amphi / Number of Lectures</b> | <b>Durée CM Amphi (en heures) / Lecture duration (in hours)</b>   | <b>Nombre TD / Number of Tutorial classes</b> | <b>Durée TD (en heures) / Tutorial class duration (in hours)</b> | <b>Asynchrone / Asynchronous</b> | <b>Autres (Distance learning, etc...) (en heures) / Other (in hours)</b> | <b>Préciser les spécificités de programmation (TD journée, cadencement spécifique des séances) / Specify if full-day tutorial class, different schedules</b> |
|   | Campus Sophia   |   |  |                                  |  |  |
| 0   | 0   | 13  | 3  | 0                                | 0  |  |
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