

Recent Evolutions in HRM (H002030)

Course size (nominal values; actual values may depend on programme)

Credits 6.0 Study time 180 h Contact hrs 45.0 h

Course offerings and teaching methods in academic year 2018-2019

A (semester 1)	Dutch	lecture	30.0 h
		self-reliant study	2.5 h
		activities	
		practicum	12.5 h

Lecturers in academic year 2018-2019

Derous, Eva PP09 lecturer-in-charge

Offered in the following programmes in 2018-2019

	crdts	offering
Master of Science in Psychology (main subject Personnel Management and Industrial Psychology)	6	A
Master of Science in Psychology (main subject Teacher Education and Training)	6	A

Teaching languages

Dutch

Keywords

human resource management, personnel psychology, personnel management

Position of the course

The course 'Recent Trends in HRM' investigates from an evidence-based and critical perspective recent topics in human resources management that focus on strategically deploying highly committed and skilled employees by making use of a wide range of (theoretical/practical) insights and techniques. The initial competences include insights, knowledge and basic skills as acquired within the Human Resource Management course.

Contents

The following topics are discussed:

- Evidence-based HRM and trends in HRM
- Talent management/ competence management
- Situational and multimedia testing
- Assessment/development centers
- New trends in compensation
- E-learning
- Adverse impact
- Diversity management
- International HRM and expatriate management

The topics discussed (capita selecta) might change from year to year.

Initial competences

Human Resource Management

To check if there is any succession on this course, please refer to www.fsappw.ugent.be and follow the "Opleidingsinfo" > "volgtijdelijkheid" link in the menu above. (Succession = criteria that need to be met before you can start this course.)

Final competences

- 1 To know about and critically reflect upon recent developments in HR (i.e., recruitment, personnel selection, assessment, training, remuneration).

- 2 To situate and relate theoretical concepts from (personnel) psychology.
- 3 To get insight into the interrelationships, dynamics, and complexity of HR processes.
- 4 To select and integrate relevant psychological literature to address HR business cases.
- 5 To evaluate and consult on current HR business cases from a scientific point of view
- 6 Illustrate the unique and added value of (personnel) psychology for HR-related organizational policy issues.
- 7 To know about and critically evaluate the science-practitioner gap in HR
- 8 To develop and substantiate a scientific-based opinion on HRM.

Conditions for credit contract

Access to this course unit via a credit contract is determined after successful competences assessment

Conditions for exam contract

This course unit cannot be taken via an exam contract

Teaching methods

Lecture, practicum, self-reliant study activities

Extra information on the teaching methods

Problem-based lectures; Human Resources Management Simulation: this is a competitive and interactive simulation based on the HR function; HR audit: this is an individual work (e.g., speeddates; mini-interviews).

Presence during all course activities is necessary to get good insight into the course topics.

Learning materials and price

Estimated cost: 20 EUR for the syllabus / powerpoint slides and 40 euro for the Human Resource Management Simulation (subject to price change)

References

- Geisinger, K. F. (2013). *APA Handbook of Testing and Assessment in Psychology* (Vol.1). Washington, DC: American Psychological Association.
- Kozlowski, S. W. J., & Salas, E. (2010). Learning, training, and development in organizations. New York: Taylor & Francis.
- Ryan, A.M. & Ployhart, RE (2014). A century of selection. *Annual Review of Psychology*, 65, 693-717.

Course content-related study coaching

- via Minerva
- On appointment

Evaluation methods

end-of-term evaluation and continuous assessment

Examination methods in case of periodic evaluation during the first examination period

Written examination with open questions

Examination methods in case of periodic evaluation during the second examination period

Written examination with open questions

Examination methods in case of permanent evaluation

Oral examination, simulation

Possibilities of retake in case of permanent evaluation

examination during the second examination period is possible in modified form

Extra information on the examination methods

- Method:
 - Report on simulation (group assignment)
 - Individual assignment given during class (e.g., speeddates and/or research participation)
- Frequency: Both tasks are evaluated once after submission (upon deadline / non-periodical evaluation)
- Description second exam opportunity: both the simulation (group assignment) and individual assignment are replaced by (two) other but related individual assignments. Calculation of scores remains the same as in the first examination period.
- Feedback: feedback at group and individual level during the official feedback day.

Calculation of the examination mark

A combination of periodic evaluation and permanent evaluation:50-50%.

Students who eschew one or more parts of the evaluation can no longer pass the course. Final scores will be reduced to the highest non-deliberative quotation (7/20) in case the final score is higher.