

## Human Resource Management in Public Organisations (F000811)

Due to Covid 19, the education and evaluation methods may vary from the information displayed in the schedules and course details. Any changes will be communicated on Ufora.

Course size (nominal values; actual values may depend on programme)  
Credits 5.0 Study time 150 h Contact hrs 45.0 h

### Course offerings and teaching methods in academic year 2020-2021

A (semester 1)	English	Gent	online lecture	0.0 h
			lecture	30.0 h
			group work	15.0 h

### Lecturers in academic year 2020-2021

Vanderstraeten, Alex	EB23	lecturer-in-charge
Jonckheere, Lieven	EB23	co-lecturer

### Offered in the following programmes in 2020-2021

	crdts	offering
<a href="#">Master of Science in Teaching in Economics (main subject Public Administration and Management)</a>	5	A
<a href="#">Master of Science in Teaching in Social Sciences (main subject Sociology)</a>	5	A
<a href="#">Master of Science in Teaching in Physical Education</a>	5	A
<a href="#">Master of Science in Movement and Sports Sciences (main subject Sports Policy and Sports Management)</a>	5	A
<a href="#">Master of Science in Physical Education and Movement Sciences (main subject Sports Policy and Sports Management)</a>	5	A
<a href="#">Master of Science in Public Administration and Management</a>	5	A
<a href="#">Master of Science in Sociology</a>	5	A
<a href="#">Master of Science in Sociology</a>	5	A
<a href="#">Exchange programme in Economics and Business Administration</a>	5	A
<a href="#">Exchange Programme in Political and Social Sciences</a>	5	A

### Teaching languages

English

### Keywords

Strategic Human Resource Management, Human Resource Management, Personnel Management, Personnel & Organization, Sustainable HRM

### Position of the course

Human Resource Management is viewed as a strategic and result oriented approach of the workforce, with a focus on sustainable results, wellbeing and societal impact. An integrative approach is used to make students familiar with theoretical and conceptual insights in Human Resource Management, based on a four dimensional model of HRM. We focus on the implementation of Human Resource Management in public and social profit organizations with the help of a case and a concrete project.

### Contents

- Introduction: from a traditional personnel management towards a strategic Human Resource Management within the framework of a four dimensional model of Human Resource Management
- Instrumental dimension: Human Resource Management as an administrative and juridical expert, implementing the necessary transactions, procedures and service delivery with a focus on HRM information System and electronic HRM.
- People dimension: Human Resource Management as people manager, focusing on working conditions, internal communication, motivation and leadership
- Strategic dimension: a strategic and performance based approach of Human

Resource Management, focused on a sustainable and added value oriented approach of employee and organization

- Organizational dimension: facilitating organizational structures and cultures to support employees and organizations to achieve high and sustainable performances
- Conclusion: an integrated and performant Human Resource Management with the help of a consistent four dimensional model of Human Resource Management

#### Initial competences

- Psychological and sociological insights to understand the functioning of employees in an organization
- Insights into management theories and Human Resource Management as a functional domain in the organization
- Insight in general management
- Economic insights

#### Final competences

- 1 Insight in multidimensional thinking in strategic Human Resource Management
- 2 Insight in the added value model of Human Resource Management
- 3 Being able to use HRM theories and concepts of strategic Human Resource Management, based on group work.
- 4 Applying of strategic Human Resource Management in the social profit and public sector
- 5 Able to situate an actual HRM topic in the framework of the four dimensional model of HRM.

#### Conditions for credit contract

Access to this course unit via a credit contract is unrestricted: the student takes into consideration the conditions mentioned in 'Starting Competences'

#### Conditions for exam contract

Access to this course unit via an exam contract is unrestricted

#### Teaching methods

Group work, lecture, online lecture

#### Learning materials and price

Vanderstraeten, A. (2019) Strategic Human Resource Management and performance. A conceptual framework. London, Palgrave/MacMillan.

Websites

50 euro

#### References

#### Course content-related study coaching

Individual

#### Evaluation methods

end-of-term evaluation and continuous assessment

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

Written examination

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

Written examination

#### Examination methods in case of permanent evaluation

Oral examination, assignment

#### Possibilities of retake in case of permanent evaluation

examination during the second examination period is possible

#### Extra information on the examination methods

Exam based on handbook and slides. Students work in groups on a paper and presentation.

#### Calculation of the examination mark

75% exam

25% paper and presentation