

People Management (F710335)

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	<i>(nominal values; actual values may depend on programme)</i>		
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)	Dutch	Gent	online lecture	0.0 h
			group work	15.0 h
			seminar	10.0 h
			lecture	10.0 h
			self-reliant study activities	10.0 h
			online seminar	0.0 h

Lecturers in academic year 2020-2021

Audenaert, Mieke	EB23	lecturer-in-charge
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Offered in the following programmes in 2020-2021

	crdts	offering
Master of Science in Teaching in Economics (main subject Business Administration)	5	A
Master of Science in Business Administration (main subject HRM and Organizational Management)	5	A

Teaching languages

Dutch

Keywords

HRM vision, Job analysis, training and development, performance appraisal conversation, feedforward conversation, career management, HRM cycle, gap HRM practice and science

Position of the course

Previous and parallel running courses provide theoretical insights and knowledge on how high-commitment HRM can motivate employees. 'People management' takes the next step by letting students experience the science-practice gap and furthering students' insights on evidence-based HRM practices. In People Management we want to provide students with an experiential approach to the study of HRM while focusing on the enhancement of student skills in applying HRM. Students are provided with the conceptual background and research insights necessary to understand and work on relevant issues in HRM. We start from the HRM-motivation value chain in which also leadership plays a crucial role. In addition, the students participate in individual and group exercises that require the application of chapter content to specific problems designed to develop critical personal skills in HRM systems such as job analysis, career management, performance appraisal, employee training and development, job classification, compensation and other major HRM practices.

Contents

HRM-motivation value chain
 Performance-based job description
 Job analysis and competency analysis
 Performance appraisal conversation
 Employee training and development
 Compensation and benefits
 Career management

Leadership

Initial competences

Introduction management, psychology, sociology, economy

Final competences

- 1 Apply evidence-based HRM practices for people management issues
- 2 Analyze challenges in the domain of people management based on scientific insights.
- 3 Provide a training that is relevant for your target group.
- 4 Use relevant information and data sources of people management
- 5 Translate research results in practice oriented solutions.
- 6 Situate the science-practice gap of people management.
- 7 Takes standpoints on people management challenges based on science.
- 8 Provides well-structured, written recommendations for people management.
- 9 Performs well in team-based context.
- 10 Provides innovative and sustainable solutions for people management.

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

Group work, lecture, seminar, self-reliant study activities, online lecture, online seminar

Learning materials and price

Book

Slides

Copies of HRM documents

Cases

Papers

Maximum costs for study material: 50 EUR

References

Course content-related study coaching

Weakly fixed feedback adjacent to the classes

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

Assignment, skills test, peer assessment

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

- The group work entails a paper, a training and a peer evaluation. The final score of the individual student depends on the factor that he/she obtained in the peer evaluation (maximum 2 points more or less than the group average).
- When the student does not pass for the group task in the first term, a new task will be provided in the second term and the student will be assigned to a new team.
- Schriftelijk exam (applies both to first and second term)

Calculation of the examination mark

End-of-Term evaluation 50%, permanent evaluation 50%