

Syllabus

FORMATION :	Licence Gestion
Parcours :	L3 ePME et MSHT
ANNÉE :	2026-2027
Resp. Pédagogique :	ePME : Sylvie Sammut et Marion Polge MSHT : Hervé Chappert
Intervenante :	Justine Loizeau
MATIÈRE :	Human Resource Management
Semestre	1
Durée	27h
Evaluation	CT : 70% ; CC : 30%
Cours dispensé en :	100% anglais (examen en anglais)

Prerequisites

- General knowledge of the main business functions
- No prior background in HRM required

Knowledge acquired upon completion of the course

- Key concepts of traditional HRM and work organisation
- Current issues at work (e.g. search for meaning, engagement, remote work, AI)
- Questions of diversity and psychosocial risks at work
- Command of the main human resource management tools

Targeted skills

- Developing critical thinking about HRM concepts, through a historical approach
- Showing imagination and adaptability in the face of the transformations of work (e.g. adapting work to climate change)
- Being able to follow the key topics at the heart of current HRM debates

Course content

Session	Content
1	Human Resource Management : Towards a definition
2	Where does HRM come from? A history of work organisation
3	Meaning, recognition and engagement
4	Individual and collective: from the contract to the community
5	Psychosocial Risks and suffering at work
6	Diversity and inequalities
7	The transformations of work
8	Work and transitions
9	HRM in SSE organizations

Reference Manual : Taskin, Laurent, et Anne Dietrich. Management humain, 3e éd., De Boeck, 2024.

Assessment

30% – Continuous assessment : • a group presentation analyzing a current news topic. • participation	70% – Final exam • Multiple-choice questionnaire and/or case study
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