

- Faculté des sciences économiques
- www.unine.ch/seco

Gestion des ressources humaines (5AJ1001)

Filières concernées	Nombre d'heures	Validation	Crédits ECTS
Bachelor en sciences économiques, orientation comptabilité/finance	Cours: 4 ph	écrit: 2 h	6
Bachelor en sciences économiques, orientation économie politique	Cours: 4 ph	écrit: 2 h	6
Bachelor en sciences économiques, orientation management	Cours: 4 ph	écrit: 2 h	6
Bachelor en sciences économiques, orientation ressources humaines	Cours: 4 ph	écrit: 2 h	6
Bachelor en sciences économiques, orientation systèmes d'information	Cours: 4 ph	écrit: 2 h	6
Pilier principal B A - économie	Cours: 4 ph	écrit: 2 h	6

ph=période hebdomadaire, pg=période globale, j=jour, dj=demi-jour, h=heure, min=minute

Période d'enseignement:

- Semestre Automne

Equipe enseignante:

Professeur Cinzia Dal Zotto,
Académie du Journalisme, Emile Argand 11 CH 2009 Neuchâtel
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Objectifs:

This course aims at providing the students with the basic elements and concepts needed to analyze, discuss and evaluate scenarios characterized by choices related to human resource politics and systems within firms. The course will specifically focus on issues such as leadership, international human resource management, organizational culture and social structure, corporate governance, and thereby will try to build a bridge between human resource management and other management disciplines

Contenu:

The major components of this course are as follows:

- Introduction to the major human resource management issues and functions
- Motivation theories and incentive systems
- Leadership theories and concepts
- International human resource management (link to International Management)
- Social and organizational culture (link to Organizational Behavior)
- Organizational social structure (link to Organization Theories)
- Corporate governance (link to Strategic Management)

Forme de l'évaluation:

E: 2 hours written exam during the session of exams at the end of semester
Reexamination: written exam (2 hours)

Documentation:

Suggested readings :

- Peretti, Jean-Marie : Ressources Humaines, Vuibert.
- Caron, Nicolas et Vendevue Frédéric (2003): Démotiver à coup sûr, Edition d'Organisation.
- Abord de Chatillon Emanuel, Desmarais Céline et Meunier Martine (2003) : Mobiliser les ressources humaines, Foucher.
- Trompenaars Fons et Hampden-Turner Charles (2004): L'entreprise multiculturelle, Maxima.

Additional readings such as articles, book chapters, and cases will be provided during the course for the preparation of group projects.

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4 heures