- Faculté des sciences économiques
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Recruitment and personnel selection (5EN1035)

Filières concernées	Nombre d'heures	Validation	Crédits ECTS
Bachelor en sciences économiques, orientation comptabilité/finance	**Cours: 2 ph**	**écrit: 2 h**	3
Bachelor en sciences économiques, orientation économie politique	**Cours: 2 ph**	**écrit: 2 h**	3
Bachelor en sciences économiques, orientation management	**Cours: 2 ph**	**écrit: 2 h**	3
Bachelor en sciences économiques, orientation ressources humaines	**Cours: 2 ph**	**écrit: 2 h**	3
Bachelor en sciences économiques, orientation systèmes d'information	**Cours: 2 ph**	**écrit: 2 h**	3

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

Période d'enseignement:

- Semestre Automne

Equipe enseignante:

dr. Peter Lewinski

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 selection and recruitment within organizations (firms, NGOs, government, etc.). The course will theoretically focus on issues such as job analysis, job performance, selection measures/procedures, application assessments, training and experience evaluations, and selection (job) interview and personality assessment. From an applied perspective, students will be required to take the perspective of a job applicant. Students will personally experience the journey in search of a job in order to become better recruiters themselves. For this purpose, exercises concerning job search, CV writing and in-person interviews will be part of the course. Further, if confirmed, students will meet and interview about their working experience 1 or 2 practicing HR recruiters from top-level firms. Finally, this course will aim to build a bridge between selection/recruitment and the general human resource management practice. It will also be a conceptual and practical foundation base for the next course - Performance Evaluation and HR Development.

Contenu:

The major components of this course are as follows:
Foundation for a selection program
Measurement in selection
Selection measures

Forme de l'évaluation:

Continuous evaluation based on group projects and exercises, as well as a written examination of 2 hours during the exam session.
Group projects and exercises

Students' presentations:
5 people maximum for each group
One group presents and another group moderates the discussion
(Each session 2 groups present and 2 groups have to prepare questions beforehand to discuss the case).
Cases will come from Harvard Business Review (HBR), spotlights on recruitment and selection

Applicant's Journey
In order to understand job applicants, the recruiters must put themselves into the shoes of applicants. For this purpose students will directly experience the journey# in search of a job through a maximum of 3 exercises. In one exercise you will have to find 10 job advertisements that would fit your profile after you have finished your Bachelor degree at UNINE. In another exercise, you will need to create/update your CV & your LinkedIn profile for written feedback and judge yourself CVs/profiles of your fellow student group members. In the last exercise, you may undergo a mock interview for the job position that you discoverer in the first exercise; the interview will be conducted by one of your fellow students within your group, who will in turn be interviewed back by yourself.

In-class Interviews In the classroom, through a video-conference, we will meet practicing HR recruiters.
with International We will interview recruiters from the Boston Consulting Group and Carlsberg (To be confirmed).
HR Professionals You will have to prepare 1-2 questions to ask them. Date and time will be announced.

The written Exam will consist of: true/false, multiple-choice (one answer correct) and essay questions. Questions will be exclusively related to

URLs	1) http://www.cengagebrain.co.uk/shop/isbn/9781305102682

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the content of the assigned book chapters (Chapter 1, 2, 3, 5, 6, 8, 9, 10, 12 from Gatewood, Human resource selection, see below for a full reference)

The distribution of points is as follows:

Group project (presentation & moderation) 20 points
Applicants' Journey 20 points
Written Exam 60 points
_____

Total 100 points

In order to pass, students must have (1) completed all components of the assessment, and (2) achieved a minimum of 60% mark overall and a minimum of 50% in the written exam.

Reexamination: written exam (2 hours) that counts 100 points. To pass min. 60% (60/100 points) is required. No previous scores will be taken into account.

Documentation:

Compulsory readings

Gatewood, R., Feild, H., & Barrick, M. (2015, 8th edition). Human resource selection. Cengage Learning, ISBN 9781305102682
Cases - Harvard Business Review (to be provided in .pdf by the lecturer)

Additional readings such as articles, book chapters, and cases might be provided during the course.

Forme de l'enseignement:

lectures, discussions, guest lecturers, cases, practical exercises

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