

- Faculté des sciences économiques
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Performance Evaluation and Human Capital Development (5EN1028)

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 Printemps

Equipe enseignante:

Professor : Cinzia Dal Zotto
Enterprise institute,
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Objectifs:

The acquisition and retention of talented workforce, skills development and evaluation of performance constitute the major elements of human resource management that have a significant influence on employee behavior. In addition, the skills and knowledge of employees, considered as human capital, have a strategic and operational impact on the enterprise itself. In terms of strategy, the human factor plays a key role in achieving competitive advantages; operationally, intangible capital contributes substantially to the efficiency of business operations. After the course, students will have acquired a mastery of the key elements of performance evaluation and the development of human capital in the company. They will also learn how to apply the different tools of human resource management in an international and multicultural context.

Contenu:

Introduction of the strategic aspects of human resource management, development of the 7 competencies of individual, team and organizational effectiveness, the techniques and rules of effective business communication, leadership styles, employee motivation and performance assessment. Analysis of these aspects in the context of managing multicultural teams and internationalization of business affairs.

Forme de l'évaluation:

EI: Continuous evaluation : active in-class participation, case studies, presentations and managerial simulation games.
Rattrapage : 2-hour written exam during the exam session.

Important: Notes, texts, books and other documentation, as well as computers, connected phones and other connected electronic devices are not allowed in the examinations.
In case of violation of these rules, these items will be removed and the exam will be considered void.

Documentation:

Dessler, G., (2015), Human Resource Management, Pearson, 12th edition;
Price, A., (2011), Fundamentals of Human Resource Management, Cengage Learning;
Other articles and materials assigned by the professor.

Forme de l'enseignement:

Examples and practical exercises, case study analysis, simulation games.

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