

- Faculté des sciences économiques
- [www.unine.ch/seco](http://www.unine.ch/seco)

## Human Resource Management and Leadership (5EN2040)

Filières concernées	Nombre d'heures	Validation	Crédits ECTS
<b>Master in General Management</b>	<b>Cours: 4 ph</b>	Voir ci-dessous	6
<b>Master of Science en innovation</b>	<b>Cours: 4 ph</b>	Voir ci-dessous	6

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  
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Assistants:  
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Secretariat: +41 32 718 1360

### Contenu

The course focuses on how people behave in organizational settings and on the main human resource management practices that enhance organizational innovation, change and performance.

Structured in two strongly interrelated parts, in its first part the course deeply analyses topics such as motivation, group dynamics and leadership. The second part of the course describes the role that recruitment and selection, training and development as well as talent management can play in helping both individuals and organizations to perform effectively, to innovate and to achieve a competitive advantage.

### Forme de l'évaluation

The evaluation form includes an individual and two group assignments:

- Individual assignment: 30%
- Article and case study presentations: 30%
- Group project: 40%

In case of a failure/insufficient grade students have to take a two hour individual written exam accounting for 100% of the final grade during the retake session in September or during the exam session at the end of the next semester in which the course is offered.

Documents or connected devices are not permitted during the exams. In case of violation of these rules, the students are in a situation of fraud and the unauthorized will be removed. The exam will be deemed as failed.

If the retake session is online, the 2 hours written exam would be open book.

### Modalités de rattrapage en cas d'évaluation interne (hors session d'examen)

A two hour individual written exam accounting for 100% of the final grade during the retake session in September or during the exam session at the end of the next semester in which the course is offered.

Documents or connected devices are not permitted during the exams. In case of violation of these rules, the students are in a situation of fraud and the unauthorized will be removed. The exam will be deemed as failed.

If the retake session is online, the 2 hours written exam would be open book.

### Documentation

Books and further literature will be given during the course and made available on Moodle.

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## **Human Resource Management and Leadership (5EN2040)**

### **Forme de l'enseignement**

The teaching method includes lectures, case studies, group discussions as well as the intervention of invited speakers, with the objective to combine conceptual and experiential approaches.

### **Objectifs d'apprentissage**

Au terme de la formation l'étudiant-e doit être capable de :

- Describe motivation theories, engagement tools and reward systems
- Explain group characteristics and dynamics
- Discuss methods and tools to manage creative and effective working teams
- Explain the importance and function of recruitment and selection of employees
- Organise a group project by coordinating tasks and people and by respecting deadlines
- Evaluate different approaches to change management and their importance to drive innovation
- Compare international HRM approaches within different cultural contexts
- Apply leadership theories and approaches to solve practical organizational problems
- Illustrate the different aspects of talent management and the role of employer branding

### **Compétences transférables**

- Manage a project
- Generate new ideas (creativity)
- Design projects
- Manage a project
- Apply knowledge to new situations
- Discuss complex issues