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Personnel development (3PS2065)

Filières concernées	Nombre d'heures	Validation	Crédits ECTS
Master en développement international des affaires	**Cours: 2 ph**	**Voir ci-dessous**	3
Master en psychologie, orientation psychologie du travail et des organisations	**Cours: 2 ph**	**Voir ci-dessous**	3

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

Période d'enseignement:

- Semestre Automne

Equipe enseignante

Prof. Maike Debus

Contenu

The course provides an introduction to personnel development from a scientific and work and organizational psychology perspective. We will explore the goals, methods, and outcomes of personnel development, with a focus on how organizations support employees' learning, growth, and career development. Topics include training and feedback, coaching and mentoring, leadership and career development, and the role of personnel development in fostering employability and well-being. We will also address questions such as how the effectiveness of personnel development programs can be evaluated, how organizations can ensure fair and inclusive access to development opportunities, and what new challenges and opportunities arise in the digital working world.

Forme de l'évaluation

Written exam (2 hours) during the exam session.

Modalités de rattrapage

Students can redo the exam during the exam session.

Documentation

Further materials will be directly distributed in class/via Moodle.

Pré-requis

- Bachelor degree in Psychology
- Students are expected to take part in classroom discussions. Course language will be English.

Forme de l'enseignement

This lecture will combine input sessions from the professor (ex cathedra) with practical exercises and group discussions.

Objectifs d'apprentissage

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

- Describe key theories and methods of personnel development, including training, coaching, and career development.
- Design a personnel development intervention (e.g., a training or mentoring program) based on psychological theory and empirical evidence.
- Evaluate the effectiveness and fairness of personnel development initiatives in different organizational contexts.
- Present evidence-based arguments about the role of personnel development in supporting employability and well-being to both academic and practitioner audiences.
- Integrate new scientific findings and practical insights into a coherent understanding of current and future challenges in personnel development.

Compétences transférables

- Develop new ideas
- Communicate in a foreign language
- Criticise complex issues
- Work in a group

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