

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

Human Resource Management and Leadership (5EN2040)

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

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

Structured in two strongly interrelated parts, the course starts by deeply analyzing topics such as group dynamics, motivation and leadership. Then, in the second part, the course discusses the role that practices such as recruitment and selection, training and development as well as talent management can play in helping both individuals and organizations to perform effectively, innovate and thus achieve a competitive advantage.

Forme de l'évaluation

The evaluation form includes an individual and a group assignment:

- Individual assignment (50%) : an oral exam (40%) and the contribution to article discussions (10%)
- Group assignment (50%) : one group project (40%) and a presentation/discussion of an academic article (10%)

Modalités de rattrapage

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.

Documentation

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

Pré-requis

None.

Forme de l'enseignement

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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
- Apply leadership theories and approaches to solve practical organizational problems
- Evaluate different approaches to change management and their importance to drive innovation
- Compare international HRM approaches within different cultural contexts
- Explain the importance and function of recruitment and selection of employees

Compétences transférables

- Generate new ideas (creativity)
- Manage a project
- Apply knowledge to new situations
- Discuss complex issues
- Organise a group by coordinating tasks and people