

Human Resource Management in Public Organisations (F000811)

Course size *(nominal values; actual values may depend on programme)*

Credits 5.0 **Study time 150 h**

Course offerings and teaching methods in academic year 2025-2026

A (semester 1)	English	Gent	lecture
			group work

Lecturers in academic year 2025-2026

Schollaert, Eveline	EB23	lecturer-in-charge
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Offered in the following programmes in 2025-2026

	crdts	offering
Master of Science in Teaching in Economics(main subject Public Administration and Management)	5	A
Master of Science in Teaching in Social Sciences(main subject Sociology)	5	A
Master of Science in Teaching in Physical Education	5	A
Master of Science in Movement and Sports Sciences(main subject Sports Policy and Sports Management)	5	A
Master of Science in Public Administration and Management	5	A
Master of Science in Sociology	5	A
Master of Science in Sociology	5	A
Exchange programme in Economics and Business Administration	5	A
Exchange Programme in Political and Social Sciences	5	A

Teaching languages

English

Keywords

Strategic Human Resource Management, Human Resource Management, Personnel Management, Personnel & Organization, Sustainable HRM

Position of the course

Human Resource Management is seen as a strategic and results-oriented approach to human capital, with a special focus on sustainable results with regard to performance, well-being, and societal impact. We apply a holistic approach to familiarize students with theoretical and conceptual insights in Human Resource Management. We focus on the implementation of Human Resource Management in public and social profit organizations by means of a case and concrete project.

Contents

1. Private versus public sector: similarities and differences between both sectors. We explore different models that identify these differences and similarities.
2. HRM and its implementation in the public sector: inflow and throughflow of personnel. We gain insight into how HRM is shaped within a public organization.
3. Sustainable HRM in the public sector: focus on working conditions, well-being, stress and burnout, motivation and purpose,...
4. Current trends and evolutions.

Initial competences

- Psychological insights with regard to understanding the functioning of employees in an organization
- Insights into management theories and HRM as a functional domain in the organization
- General management insights
- Economic insights

Final competences

- 1 Insight into the importance of (managing) human capital in the organization.
- 2 To be able to describe the differences and similarities between the private and public sector in terms of personnel policy. Being able to link this to existing models that map these differences.
- 3 Describe how the basic principles of HRM can be implemented in public organizations.
- 4 Explain the implications of HRM for sustainability.
- 5 To be able to use HRM theories and concepts in the public sector.

Conditions for credit contract

Access to this course unit via a credit contract is unrestricted: the student takes into consideration the conditions mentioned in 'Starting Competences'

Conditions for exam contract

Access to this course unit via an exam contract is unrestricted

Teaching methods

Group work, Seminar, Lecture, Independent work

Study material

Type: Slides

Name: Slides HRM in public sector
Indicative price: Free or paid by faculty
Optional: no
Language : English

Type: Reader

Name: Articles and chapters
Indicative price: Free or paid by faculty
Optional: no
Language : English

Additional information: Before each class articles and/or chapters will be provided at Ufora.

References

Course content-related study coaching

Individual

Assessment moments

end-of-term and continuous assessment

Examination methods in case of periodic assessment during the first examination period

Written assessment

Examination methods in case of periodic assessment during the second examination period

Written assessment

Examination methods in case of permanent assessment

Presentation, Assignment

Possibilities of retake in case of permanent assessment

examination during the second examination period is possible

Extra information on the examination methods

Exam based on slides and scientific articles.
Students work in groups on a portfolio and presentation.

Calculation of the examination mark

60% exam
40% portfolio and presentation

Facilities for Working Students

Working students who want to follow this course, please contact in advance the responsible lecturer to be able to discuss the lecture formats.
Assignments can be adapted for working students.

