



the organization.

- General management insight such as:
  - To be able to reflect about organizational problems and developments by using models and frameworks of strategic management.
  - To be able to apply the models and frameworks of strategic management on specific situations and business cases.
- Economic insights, such as:
  - Understand and be able to use economic tools and theories
  - Be aware of the downsides and shortcomings of the economic tools and theories
  - Understand, and be able to critically reflect on real-world problems like inequality, economic crises, sustainability, and globalization.
  - Understand and be able to critically reflect on economic news in the popular media

### **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**

This course unit cannot be taken via an exam contract

### **Teaching methods**

Group work, Seminar, Lecture, Independent work

### **Extra information on the teaching methods**

Attention: students who take the course for 3 ECTS credits will only have lectures.

### **Study material**

Type: Handbook

Name: HRM theory meets reality: How to manage your human capital in public and private sectors?

Indicative price: € 38

Optional: no

Language : English

ISBN : 978-9-46494-666-6

Type: Slides

Name: Slides HRM in public sector

Indicative price: Free or paid by faculty

Optional: no

Language : English

### **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**

Students 5 ects: Written exam based on handbook, slides and scientific articles. Students work in groups on a portfolio and presentation.

Students 3 ects: Written exam based on handbook, slides, and scientific articles.

**Calculation of the examination mark**

Students 5 ects: 60% exam and 40% portfolio and presentation

Students 3 ects: 100% exam.

**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.