

Organization and Human Resources: Contemporary Issues (F710332)

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) | Dutch | Gent | lecture |
| | | | group work |

Lecturers in academic year 2025-2026

| | | |
|----------------|------|--------------------|
| Crucke, Saskia | 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 Business Administration) | 5 | A |
| Master of Science in Business Administration(main subject HRM and Organizational Management) | 5 | A |

Teaching languages

Dutch

Keywords

HRM, Sustainable HRM, sustainability

Position of the course

In this course different topics are studied that are relevant in the context of HRM and Organizational behaviour, but that are not discussed in other courses of the master program. Each year some topics are selected that will be studied and discussed, including topics related to 'sustainable HRM'.

Contents

The selected topics are explained and discussed during the lectures and guest lectures. This is complemented with case studies and exercises.

In team, students work on an assignment, analyzing and synthesizing information from different sources. The results of the group assignment are described in a report and presented and discussed.

Initial competences

Basic knowledge of management, HRM and organizational behaviour

Final competences

- 1 Describe several topics related to HRM and organizational behaviour.
- 2 Define the dimensions of sustainable HRM
- 3 Apply topics related to HRM and organizational behaviour in specific cases
- 4 Analyse and develop a topic related to HRM and organizational behaviour, using relevant scientific papers.

- 5 Critically approach and integrate several sources related to a topic on HRM and organizational behaviour.
- 6 Write a well structured report on a topic related to HRM and organizational behaviour.
- 7 Collaborate with other students on a group assignment on a topic related to HRM and organizational behaviour.
- 8 Present and defend the results of the group assignment on a topic related to HRM and organizational behaviour.

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, Lecture

Extra information on the teaching methods

group work, lectures and guest lectures

Study material

Type: Slides

Name: Slides of each class

Indicative price: Free or paid by faculty

Optional: no

Available on Ufora : Yes

Type: Reader

Name: Reader

Indicative price: Free or paid by faculty

Optional: no

Available on Ufora : Yes

Additional information: Scientific and current articles available on Ufora for each class.

References

Course content-related study coaching

By appointment

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

Oral assessment, Assignment

Possibilities of retake in case of permanent assessment

examination during the second examination period is possible in modified form

Extra information on the examination methods

First Term:

Written examination

Group assignment: report and presentation.

The oral exam is the defence and presentation of the report.

Second Term:

Only those part (PE/NPE) for which the student did not pass. If the student does not pass for the group assignment, there will be a new group assignment (report+ presentation), in a new team (if possible).

Calculation of the examination mark

End-of-Term evaluation 50%, permanent evaluation 50%.

Participation in both evaluation forms is required to pass for this course. When a student doesn't participate in one of the evaluation forms, the final score, if higher than 7/20, will be transformed to 7/20.

To pass, a minimum score of 8/20 for each part (permanent evaluation and written exam) is necessary. If this condition is not fulfilled and the sum of both parts is higher or equal to 10/20, the final score will be transformed to the highest non-pass score (9/20).

If there is clearly a different input from different group members, then the final mark per student belonging to the same group can still differ.

