

IDENTIFICATION

Course code : ESI-SPI-CI-AG4-S8-UE1-EC2
ECTS : 1.5

DURATION

Lectures : 4
Tutorial classes : 14
Labs : 0
Total : 18

Project :
Personnal work :

ASSESSMENT

TEACHING MATERIALS

LANGUAGE

English

CONTACT

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Modifié le : 14 juillet 2026

UE : UE8-PROD

COURSE : HRM

SCOPE OF THE COURSE

OBJECTIVES

- Understand the theoretical foundations of Human Resource Management
- Know how to develop different HR policies based on the company
- Know how to implement Human Resource Management practices
- Understand and implement HR and managerial strategies

COMPETENCE AND SKILLS

- Gain a comprehensive and broad vision of major HR activities
- Be capable of performing operational HR roles
- Have the ability to transition between different HR roles

PROGRAM

- Introduction to HRM
- HRM and organizational contingencies
- HRM and organizational transformation
- Recruitment
- Training and skills development
- Performance evaluation
- Social dialogue
- Compensation

BIBLIOGRAPHY

- Peretti, J. M. (2020). *Gestion des ressources humaines*. Vuibert.
- Laroche, P., Guery, L., Moulin, Y., Salesina, M., & Stévenot, A. (2019). *GRH : Théories et nouvelles pratiques de la fonction RH*. De Boeck Supérieur.
- Igalens, J. (2006). *La GRH : principes, pratiques et critiques*. In *Management et gestion des ressources humaines : stratégies, acteurs et pratiques*, 25.

REQUIREMENTS