

EM054M2B

Program

PGE

PGE 2A - Stratégie responsable et management interculturel des Ressources Humaines

UE

Human Resources and socially responsible perspectives

Semester

B

Discipline

Human resources

Contact hours

27 H

Number of spots

45

Open to visitors

Yes

Language



Coordinator

Aline PEREIRA PÜNDRICH



List of lecturers

Lecturer(s)	Email	Contact hours - lecture
Aline PEREIRA PÜNDRICH	aline.pereira-pundrich@em-strasbourg.eu	27 h

Pedagogical contribution of the course to the program

LEARNING GOAL 1 : Students will master state-of-the-art knowledge and tools in management fields in general, as well as in areas specific to the specialized field of management.

Students will understand state-of-the-art management concepts and tools and use them appropriately.

Students will implement appropriate methodologies to develop appropriate solutions for business issues.

Students will identify a business organization's operational and managerial challenges in a complex and evolving environment.

LEARNING GOAL 3 : Students will demonstrate their understanding of practices reflecting ethical, diversity and sustainable development values in business organizations.

Students will identify and analyze issues relating to diversity, ethics and sustainable development in their business context.

LEARNING GOAL 4: Students will study and work effectively in a multicultural and international environment.

Students will analyze business organizations and problems in a multicultural and international environment

Description

This course focuses on Human Resources Management and its socially responsible implications. It introduces Corporate Social Responsibility through an overview of its conceptual approach and its practical applications. In order to do that, corporate governance, stakeholders' theory and sustainable development will be developed under the point of view of Human Resources Management.

Teaching methods

Face-to-face

- Lectures
- E-learning

In group

- Exercises
- Oral presentations
- Case studies/texts

Interaction

- Discussions/debates
- Games (educational, role play, simulation)

Others

No items in this list have been checked.

Learning objectives

Cognitive domain

Upon completion of this course, students should be able to

- - (level 1) **Define** concepts related to a general view of the corporation, such as corporate governance, corporate social responsibility and sustainable development.
 - - (level 3) **Relate** the practical aspects as well as the influence of such concepts to the activities of Human Resources Management within the organization.
 - - (level 5) **Develop** a critical approach of practices combining Social Responsibility and Human Resources Management.
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Affective domain

Upon completion of this course, students should be able to

- - (level 4) **analyze** situations related to Human Resources Management and Corporate Social Responsibility related to organizations and its stakeholders.
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Outline

Main topics to be discussed in class:

- Corporations: definitions, roles and expectations
 - Corporate Governance
 - From governance to sustainability: focus on actors, actions and motivations
 - Sustainable development and CSR
 - Human functions of business and the emergent alternatives on CSR
 - The sustainable Human Resources Management
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No prerequisite has been provided

Knowledge in / Key concepts to master

Basic knowledge of vocabulary and definitions of concepts related to Human Resources Management, such as recruitment, remuneration, personnel evaluation, work conditions, social dialogue, career management, international HRM...

Teaching material

Mandatory tools for the course

No items in this list have been checked.

Documents in all formats

- Newspaper articles
- Case studies/texts

Moodle platform

- Upload of class documents
- Interface to submit coursework

Software

No items in this list have been checked.

Additional electronic platforms

No items in this list have been checked.

Recommended reading

Main reading material

Kim, K., J. R. Nofsinger & D. J. Mohr (2010), *Corporate Governance*, Upper Saddle River, N.J. : Pearson/Prentice Hall. Noe, R. A., J. R.

Hollenbeck, B. Gerhart & P. M. Wright (2015), *Human Resource Management*, United Kingdom: McGraw Hill.

Stoner, A. F. & C. Wankel (eds.) (2010), *Global sustainability as a business imperative*, New York, NY : Palgrave Macmillan.

Additional literature

De Stefano, Bagdadli & Camuffo (2018), *The HR role in corporate social responsibility and sustainability: a boundary-shifting literature review*, vol; 57, n° 2, p. 549-566.

Fuentes-Garcia, F. J., J. M. Nunez-Tabales & R. Veroz-Herradon (2008), *Applicability of Corporate Social Responsibility to Human Resources Management: perspective from Spain*, *Journal of Business Ethics*, n° 82, p. 27-44.

Gond, J. P., J. Igalens, V. Swaen & A. El Akremi (2011), *The Human Resources contribution to responsible leadership: an exploration of the CSR-HR interface*, *Journal of Business Ethics*, n° 98, p. 115-132.

Tricker, B. (2015), *Corporate governance: principles, policies, and practices*, Oxford, United Kingdom: Oxford University Press.

EM Research: Be sure to mobilize at least one resource

Textbooks, case studies, translated material, etc. can be entered

No reading material has been provided.

Assessment

List of assessment methods

Intermediate assessment / continuous assessment 1Other (date, pop quiz, etc.) : To be defined

Written and oral (60 Min.) / Group / English / Weight : 30 %

Details : Work in group to be presented both orally and written. Information about content, procedures and dates to be given in class. Any delay will result in penalty points.

This evaluation is used to measure L01.1, L01.2, L01.3, L03.1, L04.2

Final evaluationExam week

Written (90 Min.) / Individual / English / Weight : 70 %

Details : Examen écrit en anglais/Written exam in English

This evaluation is used to measure L01.1, L01.2, L01.3, L04.2