

# Human Resources and socially responsible perspectives (EM054M2B)

Program	PGE
Module / ECTS / Path / Specialisation	<b>Module :Human Resources and socially responsible perspectives : 5 ECTS.</b> <ul style="list-style-type: none"><li>• MGA</li></ul>
Discipline	Human Resources
Year	2019
Semester	B
Open for visitors	yes (5 ECTS)
Available places	50

## Coordinator

**Aline PEREIRA PÜNDRICH**

## Lecturers

Instructor	Population	Email
Aline PEREIRA PÜNDRICH	Population	<a href="mailto:aline.pereira-pundrich@em-strasbourg.eu">aline.pereira-pundrich@em-strasbourg.eu</a>

## Course format

Working language :	English
Volume of contact hours :	27 h
Workload to be expected by the student :	108 h

## Course track

Track : Attendance

### "Attendance" track :

Attendance at lecture / tutorial classes and intermediate / final exams is mandatory. As evaluation of in class work constitutes an essential element of grading, any absence will be penalized and is taken into account for grading purposes (see academic rules and regulations).

### "Autonomous" track :

Attendance at intermediate / final exams is mandatory, but students are free to attend lecture / tutorial classes.

For all Master programs and all other programs realized in the form of dual internships (apprentissage), attendance at lecture / tutorial classes and intermediate / final exams is entirely mandatory. Therefore, only the "Attendance" track can be selected.

# Contribution of the course to the educational objectives of the programme

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How the course contributes to the programme :

## Description

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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.

## Educational organisation

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In class

### Lectures

In groups

### Exercises

### Case studies/texts

### Oral presentations

Interaction

### Games (educational, role play, simulation)

### Discussions / debates

## Learning outcomes

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Upon completion of this course, students should be able to :

- **Define** concepts related to a general view of the corporation, such as corporate governance, corporate social responsibility and sustainable development.
- **Relate** the practical aspects as well as the influence of such concepts to the activities of Human Resources Management within the organization.
- **Analyse** real organizational HRM practices and be able to criticize them both orally and written by mobilizing concepts seen in class.
- **Develop** a critical approach of practices combining Social Responsibility and Human Resources Management.

## Outline

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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

## Prerequisites

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### Key concepts to understand :

### Knowledge of :

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

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### Documents in all formats

- Syllabus
- Newspaper articles
- Case studies

### Software

- Office Pack (Word, Excel, PowerPoint, Access)

## Recommended reading

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### Major works :

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.

### Further reading :

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.

### Research works by EM Strasbourg :

## Assessment

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### Intermediate evaluation / continuous assessment 1 :

written + oral / in group / English / weighting : 30%

additional information : 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 serves to measure LO1.1, LO1.2, LO1.3, LO3.1, LO4.2**

### Final assessment : exam week

written (90 min) / individual / English / weighting : 70%  
additional information : Examen écrit en anglais/Written exam in English  
**This evaluation serves to measure LO1.1, LO1.2, LO3.1, LO4.2**

## **Grounds for expulsion from classes**

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Such behaviors as...

**arriving late, leaving early or unannounced leaving of the classroom during class time**

**disruptive eating or drinking in class**

**using smartphones and laptops for non class-related purposes**

**reading non class-related documents**

**chatting on non class-related issues**

**showing disrespect towards lecturers**

... may lead to expulsion from classes.