

Human Resources and socially responsible perspectives (EM054M2B)

Program	PGE
Course set (UE) / Credits (ECTS) / Track / Specialization	Module :Human Resources and socially responsible perspectives : 5 ECTS. <ul style="list-style-type: none">• MGA
Discipline	Human Resources
Year	2020
Semester	B
Open for visitors	yes (5 ECTS)
Available spots	50

Coordinator

Aline PEREIRA PÜNDRICH

Lecturers

Instructor	Population	Email
Aline PEREIRA PÜNDRICH	Population	aline.pereira-pundrich@em-strasbourg.eu

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 lectures/tutorials and intermediate/final assessments is mandatory. As in-class work constitutes an essential element of evaluation, any unjustified absence will be penalized (*see Study and Examination Regulations*) and factored into the final grade (*see Assessment*).

Autonomous track :

Attendance at intermediate/final assessments is mandatory, but students have the option of attending lectures/tutorials.

Attendance at lectures/tutorials and intermediate/final assessments is mandatory for all degrees making up the Master's Program and all degrees involving co-op (*apprentissage*). Attendance track must therefore be selected.

Contribution of the course to the educational objectives of the program

How the course contributes 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 identify a business organization's operational and managerial challenges in a complex and evolving environment.

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.

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 demonstrate written and oral competency in two foreign languages.

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.

Educational organisation

In class

Lectures

In groups

Exercises

Case studies/texts

Oral presentations

Interaction

Games (educational, role play, simulation)

Discussions / debates

Learning outcomes

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

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

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

Documents in all formats

- Syllabus
- Newspaper articles
- Case studies

Software

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

Recommended reading

Major works :

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

Assessment

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

Behaviors such as

arriving late, leaving early, or exiting the classroom at inopportune moments during class

ostentatiously eating or drinking in class

using smartphones or laptops for non-class-related purposes

reading texts unrelated to the course

discussing topics unrelated to the course

disrespecting the lecturer

may lead to expulsion from the class/course.