

Course Syllabus:

Workplace Sociology

Autumn Semester

Campus:	Hénallux Social Campus
Section:	IB225 Human Resource Management MK-oriented IBS module and HRM-oriented IBS module
ECTS Credits:	2
Course Unit Code:	IBS08
Cycle:	First Cycle
EQF Level:	6
Language of Instruction:	English
Total Workload:	50 hours (24 hours in the IBS schedule)
Instructor:	Cécile Decallais
Course Type:	Compulsory (MK-oriented module and HRM-oriented module)

Course Overview

This course offers an in-depth examination of how diverse sociological and cultural realities shape the functioning of the labor market. Through critical analysis of these factors, it seeks to enhance students' understanding of their implications and to provide a foundation for the development, evaluation, and adaptation of evidence-based human resource practices in complex organizational contexts.

Learning Outcomes

By the end of this course, students will be able to:

- Understand the specific context in some contemporary work issues (historical, economic, social and political aspects)
 - Get some perspectives to adjust their future HR actions
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Course Content

General introduction

Part 1: Work and Women

- 1.1. Introduction and figures
- 1.2. Historical context
- 1.3. Specific features
- 1.4. Working conditions
- 1.5. Part-time work

Part 2: Work and Migrations

- 2.1. International and national contexts and figures
- 2.2. Historical, economic, social and political contexts
- 2.3. Ethnostratification of the labour market
- 2.4. Selective migration

Part 3: Work and Diversity

- 3.1. Context and figures
- 3.2. Historical, economic, social and political contexts
- 3.3. Diversity plan

Teaching Methods

- Presentations
- Videos
- Reading

Assessment Method

- **Oral Examination** – 100% of final grade
- *Language of assessment: English*

Learning Resources

- Presentations
 - Videos
 - Readings
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Key References
