

MASTER MANAGEMENT ET DÉVELOPPEMENT DURABLE

ANNÉE	M2
INTITULÉ	Green and Sustainable HRM
LANGUE	Anglais
DURÉE	12
ECTS	3
COMPOSANTE	UFR DEG, Département de Gestion

COURSE SUMMARY

The objectives of this course are to equip students with the knowledge and skills to integrate environmental sustainability into HR practices. This course aims to foster understanding of the principles and practices of Green HRM, emphasizing the role of HR in promoting sustainable business practices. Students will learn to design and implement eco-friendly policies, manage organizational change towards sustainability, and measure the environmental impact of HR activities. The course will cover topics such as green recruitment, training, and performance management, highlighting the importance of employee engagement in sustainability initiatives.

MAIN COMPETENCIES DEVELOPED

By the end of the course, students will be prepared to lead and support green transformations within organizations, contributing to broader environmental goals and enhancing corporate social responsibility. This holistic approach ensures that future HR and/or CSR professionals can align human resource strategies with sustainable development objectives.

- Sustainable HR Strategy Design: Ability to develop and implement HR policies and practices that promote environmental sustainability.
- Change Management for Sustainability: Proficiency in managing organizational change to foster a culture of sustainability and eco-friendly practices.
- Measurement and evaluation: Skills in assessing the environmental impact of HR activities and initiatives, ensuring continuous improvement towards sustainability goals.

EVALUATION

In this course, students will work in groups to develop a poster presentation for their final class. The poster should analyze the green HRM practices of the company where they are currently undertaking their work-study program. Each group will critically evaluate the company's existing sustainable HR practices, identify areas for improvement, and propose actionable recommendations for enhancing these practices. The objective is to create a professional and compelling poster that can be presented to the company, aiming to influence and advance its HR sustainability initiatives.

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REFERENCES

- Dumont, J., Shen, J., & Deng, X. (2017). Effects of green HRM practices on employee workplace green behavior: The role of psychological green climate and employee green values. *Human resource management*, 56(4), 613-627.
- Rubel, M. R. B., Kee, D. M. H., & Rimi, N. N. (2021). The influence of green HRM practices on green service behaviors: the mediating effect of green knowledge sharing. *Employee Relations: The International Journal*, 43(5), 996-1015.