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**Graduate Microprogram in Public Administration in Indigenous Context - 0994**

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**RESPONSABLE :**

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**SCOLARITÉ :**

9 crédits, Deuxième cycle

**OBJECTIFS :**

The graduate microprogram and the graduate short program in public administration in indigenous context is intended for professional staff or managers who work or plan to work in public or parapublic indigenous organizations and are interested in their management. Students will learn and understand the dynamics of relations between public and parapublic indigenous federal, provincial, and municipal organizations. Students will also acquire a deeper knowledge of the issues related to the public management in indigenous context. Moreover, they will develop their management abilities in this context.

This program is jointly offered by ENAP and UQAC.

**CONDITIONS D'ADMISSION :**

**Base études universitaires**

Applicants must hold a bachelor degree or the equivalent, completed with a minimum cumulative average of 3,2 on 4,3. Applications of students with a lower than 3,2 cumulative average can be analyzed.

Submitting an application.

A very good knowledge of the English language and a very good knowledge of written French, in accordance with the language requirements of the concerned institution.

**Base expérience**

Have a work experience (10 years) at a professional level. Applicants whose resume shows that they have relevant knowledge or appropriate training could have a work experience recognition.

Submitting an application.

A very good knowledge of the English language and a very good knowledge of written French, in accordance with the language requirements of the concerned institution.

**PLAN DE FORMATION :**

2GCA205E	Human Resource management in public organizations (3 cr.)
ENP7505E	Principles and issues of public administration (3 cr.)
SOC6000E	Indigenous ethics, integrity and governance (3 cr.)

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\* : Disponible à distance

**2GCA205E****Human Resource management in public organizations**

**Objectifs :** This course's main objective is to teach student how to manage the employment relationship and to mobilize employees of public and parastatal indigenous organizations, in the frame of their mandate and in collaboration with federal, provincial, municipal parastatal and public institutions, this, in order to create a community of practice and professional development. More specifically, this course allows students to learn the various aspects of human resource management; Study work conditions and the practices within which they are supervised; Share and reflect on their suitability and effectiveness in order to propose timely changes; Develop a critical opinion on current practices through the results of scientific research, as well as the habits, customs and values at work in order to propose practices adapted to organizational and contextual issues; Put into perspective HRM practices in public management and develop one's own reflection on these practices, the main theories and the main models relating to them in the context of management of public organizations; Make sense of real-life experiences through their sharing and transposition in a work context.

**Contenu :** Among other topics, the course addresses the following topics : Specificity of HRM in indigenous public administration, Influence of environmental factors on human resources roles and practices and sharing of their responsibility; Strategic and projected planning of jobs and skills; Changes in work organization, the staffing activities (recruitment, selection and integration); Management contribution and workforce mobilization; Management of difficult employees and employees with difficulties; Skill development and career management; Remuneration and recognition; Healthy organization and promotion of a stimulating work environment; the evaluation of human resource management; and, transversally, the specific and contextualized legal aspects of HRM.

**ENP7505E****Principles and issues of public administration**

**Objectifs :** This course's general goal is to familiarize students with the main principles governing the structure and the functioning of public organizations and infrastructures as well as the social contract linking society and State, which is the basis of its legitimacy and its capacity to act for the general interest. More specifically, this course aims to bring students to understand and analyze the main issues (organizational, administrative, sectorial, economic, legal, etc.) that drive government departments and public sector networks as well as the relations between the political and administrative levels. In addition, this course should allow students to evaluate the effects of these issues on public management.

**Contenu :** This course explains the particular framework of public administration functioning (political framework, public interest, notions of social contract, democracy and governance). In the Canadian context, it explains the impact of institutional factors like federalism and parliamentarism. After a discussion about the place of State, its organization and functioning, (decentralization, budgets, government programs, controls), this course addresses the actors of the administrative processes (public service, senior officers, lobby groups). The effects of recent reforms are also discussed. This course is the basis for more specialized courses that follow in the program.

**SOC6000E****Indigenous ethics, integrity and governance**

**Objectifs :** Master the specific ethics vocabulary related to public governance in Indigenous contexts. Know the various Indigenous traditions of management ethics and integrity. Understand systemic elements and organizational risk factors underlying institutional conflicts. Know the roles of elders, territorial chiefs, administrators, including Indigenous women, in the decision-making process of Indigenous institutions. Exert critical judgement on the ethical mechanisms and the rhetoric of Indigenous and non-Indigenous governments, including the concept of decolonization. Understand the roles of a board of directors, accreditation and incorporation. Identify the ethical risk management strategies that contribute to the implementation of healthy indigenous governance through the creation of Indigenous-specific laws. Know current trends in government ethics, in Quebec, in Canada, as well as in Indigenous institutions around the world that have codes of ethics (UN Indigenous Forum, Maori & Inuit governances, etc.).

**Contenu :** Interpretations given to the social phenomenon and to the various perspectives of ethics related to the managerial, organizational and governmental universes. Ethical messages in Indigenous world creation stories, myths and founding stories. Ethics vocabulary in various indigenous languages. Principles and values for good governance in Indigenous contexts. Ethical competency, ethical risk evaluation, ethical leadership, managerial courage and disciplinary management as prevention and reparation tools. Institutionalization process of governmental ethics. Conflict resolution methods. Limitations of instruments and devices used to sanction individual misconduct. Strategies to counter systemic deviations by executive managers and political players. Principle of confidentiality in Indigenous contexts. Community (traditional) and organizational (band councils) values and practices. Tools to fight corruption and conflicts of interests.