GRH2M

2023 - 2024

UCLouvain

Master [120] in Human Resources Management

At Louvain-la-Neuve - 120 credits - 2 years - Day schedule - In French
Dissertation/Graduation Project : **YES** - Internship : **YES**
Activities in English: **optional** - Activities in other languages : **NO**
Activities on other sites : **NO**
Main study domain : **Sciences politiques et sociales**
Organized by: **Faculty of Economic, Social and Political Sciences and Communication (ESPO)**
Programme acronym: **GRH2M** - Francophone Certification Framework: 7

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Introduction

GRH2M - **Teaching profile**

Learning outcomes

Current changes in societies and organizations affect the management of people in private and public organizations. The Master in Human Resource Management is designed for future professionals in human resource management who will have to work in a changing world and new contexts. Instead of providing them with techniques and tools that would become rapidly obsolete, this programme aims to equip students with the following capacities:â€¢   The capacity to diagnose organizational situations by the mean of rigorous and critical analysis, by identifying different kinds of human resource management and organization, and by clearly understanding the constraints and opportunities offered to HR management;â€¢   The capacityto identify how to bring about improvement and change, and implement them appropriately, given each particular context and the objectives to achieve.The Master in Human Resource Management is centred on managerial aspects of organizations, rather than personnel administration techniques. It intends to conciliate with the requirements of scientific work with the necessity to operationalize managerial practice. It is designed to develop professional expertise in understanding and taking action in human resource management. For these reason, the programme involves various disciplines: management, public administration, law, psychology and industrial relations.The programme intends to educate professionals who will take up jobs in the HR field, in consulting, in training departments or on the board of different organizations, in private or public companies and in market and non-market organizations.

On successful completion of this programme, each student is able to :

AA 1.Maitriser et articuler un socle de savoirs théoriques disciplinaires pour agir avec expertise dans le champ de la gestion des ressources humaines.

AA 1.1. Se situer dans les principaux courants épistémologiques en sciences humaines.

AA 1.2. Maitriser et articuler les savoirs et les modèles théoriques dans le domaine de la gestion des ressources humaines à travers différentes disciplines : la gestion, le management public, la psychologie, le droit et les relations collectives de travail.

AA 1.3. Avoir une connaissance approfondie des enjeux de gestion des ressources humaines, tant dans les entreprises publiques que privées, en les situant dans leur contexte organisationnel et institutionnel

AA 2. Problématiser et analyser, selon une approche disciplinaire et pluridisciplinaire, des situations complexes de gestion des ressources humaines.

AA 2.1. Mener une analyse disciplinaire et pluridisciplinaire des problèmes de gestion des ressources humaines en tenant compte des acteurs et du contexte.

AA 2.2. Analyser et problématiser des situations complexes en construisant un questionnement pertinent et en articulant les problèmes entre eux.

AA 2.3. Contribuer à une dynamique de changement au sein des entreprises et s'adapter à des contextes nouveaux.

AA 2.4. Comprendre et analyser les tendances et les évolutions des pratiques et des discours en matière de gestion des ressources humaines.

AA 2.5. Appliquer, dans des contextes variés, des connaissances et compétences relevant du champ de la gestion des ressources humaines, en tenant compte des spécificités de ces contextes.

AA 2.6. Lire et comprendre la littérature scientifique notamment de langue anglaise.

AA3. Comprendre et analyser à partir des approches comparatives les spécificités du travail et de l'emploi dans le contexte européen

AA 3.1. Etre capable d'intégrer et de tenir compte des spécificités ainsi que des variables explicatives (culturelles, politiques, économiques) des systèmes politiques et de relations sociales dans les pays de l'Union européenne.

AA 3.2. Connaître la démarche comparative, en saisir les exigences et pouvoir les appliquer à des questions relatives au travail et à la gestion des ressources humaines dans les pays de l'Union européenne.

AA 3.3. Comprendre et analyser les interactions entre dimension européenne et dimension nationale.

AA 4. Développer une approche disciplinaire et pluridisciplinaire des questions de gestion des ressources humaines qui soit soutenue par une démarche méthodologique et empirique rigoureuse

AA 4.1. Définir une problématique dans le champ de la gestion des ressources humaines.

AA 4.2. Rendre compte de l'état des connaissances portant sur cette problématique.

AA 4.3. Collecter et sélectionner des données empiriques quantitatives et qualitatives pertinentes, en fonction de la problématique posée.

AA 4.4. Exploiter et analyser ces données à travers différentes disciplines selon des méthodes rigoureuses et appropriées.

AA 4.5. Interpréter les résultats et dégager des conclusions fondées sur les plans théorique et pratique.

AA 4.6. Contribuer à la construction de connaissance en gestion des ressources humaines.

AA.5. Construire un jugement critique sur les problématiques de gestion des ressources humaines

AA 5.1. Relier les questions de gestion des ressources humaines aux savoirs théoriques et aux cadres d'analyse disciplinaires en sciences humaines ainsi qu'aux enjeux de société.

AA 5.2. Porter un regard critique sur les pratiques professionnelles à partir d'une perspective disciplinaire ou pluridisciplinaire.

AA 5.3. Exercer rigoureusement une analyse critique de situations de gestion des ressources humaines en tenant compte des contraintes et opportunités propres à ce domaine.

AA 6. Etre capable de promouvoir la personne humaine dans et par le travail

AA 6.1. Etre conscient des visions de l'humain sous-jacentes aux pratiques d'emploi et de gestion des travailleurs.

AA 6.2. Intégrer une vision humaniste du travail et de l'emploi au cœur des réflexions et les mettre en pratique dans les actions entreprises, et promouvoir le respect mutuel dans les relations de travail et d'emploi

AA 7. Acquérir et développer les compétences nécessaires pour formuler et/ou mettre en œuvre des solutions concrètes, innovantes et contextualisées dans le cadre du développement de projets en matière de gestion des ressources humaines.

AA 7.1. Développer une expertise professionnelle rigoureuse et intervenir avec pertinence dans des problématiques de gestion des ressources humaines dans divers contextes professionnels.

AA 7.2. Résoudre des problèmes complexes relevant de la gestion des ressources humaines en élaborant des stratégies innovantes, en faisant preuve de rigueur et de souci d'opérationnalisation et en associant les apports de plusieurs disciplines : gestion, psychologie, droit et relations collectives de travail, management public.

AA 7.3. Définir les actions à entreprendre concernant des dispositifs spécifiques et/ou des situations problématiques, les mettre en œuvre en cohérence avec chaque contexte spécifique et avec les objectifs à atteindre, évaluer leurs effets et les adapter si nécessaire.

AA.8. Communiquer et interagir efficacement avec des publics différents

AA 8.1. Communiquer oralement et par écrit avec des publics différents : des partenaires ou interlocuteurs intervenant dans la pratique professionnelle de la gestion des ressources humaines.

AA 8.2. Etablir des liens utiles avec les différents réseaux d'acteurs.

AA 8.3. Développer des capacités d'écoute et de synthèse.

AA 8.4. Argumenter auprès et convaincre de façon adaptée et pertinente les différents publics visés (travailleurs, représentants des travailleurs, management, actionnaires, institutions et associations).

AA.9. Agir avec responsabilité et en tant qu'acteur réflexif

AA 9.1. Articuler approche réflexive et expérience professionnelle dans une logique d'apprentissage et de développement continu des qualités personnelles et professionnelles nécessaires à la pratique de la gestion des ressources humaines.

AA 9.2. Affiner ses propres conceptions et valeurs et les confronter avec celles des autres, à travers un dialogue constructif, pour en dégager des idées originales.

AA 9.3. Interagir et collaborer efficacement au sein d'une équipe et s'y impliquer de manière responsable.

AA 9.4. Agir en autonomie et exercer des responsabilités dans la réflexion, la création et la mise en application de politiques et de processus de changement.

AA.Option-grhoi. **S'il choisit l'option Gestion des ressources humaines, organisation et institutions**, élargir son expertise dans le domaine de la GRH (organisations publiques ; GRH et choix stratégiques et opérationnels de l'entreprise/institution ; comportement organisationnel).

AA.Option-grhoi.1. Démontrer une connaissance et analyser le fonctionnement des organisations publiques et/ou le cycle d'une politique publique.

AA.Option-grhoi.2. Situer et analyser une politique de gestion stratégique des ressources humaines d'une entreprise / institution en regard de ses orientations stratégiques et opérationnelles.

AA.Option-grhoi.3. Démontrer une connaissance approfondie en matière de comportement organisationnel et/ou de dynamique de groupe.

Programme structure

The programme is made up of 120 credits and includes: • A major of 60 credits that comprises courses, an internship of at least 40 work-days and a final paper related to the internship; • The specialization, which mainly contains advanced courses on human resource management; • One option to be chosen among two: either 'European track' or 'Human resource management, organization and institutions'.

GRH2M Programme

Detailed programme by subject

CORE COURSES [60.0]

○ Mandatory
❊ Optional
△ Not offered in 2023-2024
⊘ Not offered in 2023-2024 but offered the following year
⊕ Offered in 2023-2024 but not the following year
△ ⊕ Not offered in 2023-2024 or the following year
🟨 Activity with requisites
🌐 Open to incoming exchange students
🌐 Not open to incoming exchange students
[FR] Teaching language (FR, EN, ES, NL, DE, ...)

Click on the course title to see detailed informations (objectives, methods, evaluation...)

Year

1 2

○ Stage et mémoire (27 credits)

					1	2
○ LGRH2900A	Séminaire d'accompagnement du mémoire		FR [] [] [2 Credits] 🌐		X	
○ LGRH2900B	Mémoire 🟨		FR [] [] [20 Credits] 🌐			X
○ LGRH2910	Stage		FR [] [] [5 Credits] 🌐			X

○ Cours (30 credits)

					1	2
○ LLSMS2070	Diagnostic organisationnel	Evelyne Léonard	FR [q2] [30h] [5 Credits] 🌐		X	
○ LLSMS2072	Sociologie clinique du travail	John Cultiaux	FR [q2] [30h] [5 Credits] 🌐		X	
○ LTRAV2230	Psychology of work	Michaël Dubois	FR [q1] [30h] [5 Credits] 🌐			X
○ LTRAV2010	Research methods in labour science	Anne Rousseau	FR [q1] [30h+10h] [5 Credits] 🌐		X	
○ LTRAV2210	Labour law	Auriane Lamine	FR [q1] [30h] [5 Credits] 🌐		X	
○ LESPO2000	Issues and challenges of managing workplace diversity	Scott Brenton Bénédicte Fontaine	FR [q2] [45h] [5 Credits] 🌐		X	

○ Cours de langue (3 credits)

Les étudiants sont tenus d'assister lors de la première semaine de l'année à une séance de présentation des cours de néerlandais et/ou d'anglais (selon leur choix) afin de préciser les questions d'horaire, de niveau prérequis, etc. (voir l'annonce des séances de présentation sur le site de l'Institut des langues vivantes). Les bacheliers en sciences humaines et sociales de l'UCLouvain ne peuvent pas choisir le cours LANGL2600. Un parmi :

					1	2
❊ LNEER2500	Seminar of Entry to professional life in Dutch - Intermediate level	Isabelle Demeulenaere (coord.)	NL [q1 or q2] [30h] [3 Credits] 🌐		X	
❊ LNEER2600	Seminar of entry to professional life in Dutch - Upper-Intermediate level	Isabelle Demeulenaere (coord.) Dag Houdmont	NL [q1 or q2] [30h] [3 Credits] 🌐		X	
❊ LNEER2602	Seminar of professional integration: Dutch - advanced level	Isabelle Demeulenaere (coord.)	NL [q1] [30h] [3 Credits] 🌐		X	
❊ LANGL2600	Entry to Professional life in English	Lutgarde Schrijvers (coord.)	EN [q1] [30h] [3 Credits] 🌐		X	
❊ LANGL1500	Intermediate English	Philippe Denis (coord.)	EN [q1 or q2] [30h] [3 Credits] 🌐		X	
❊ LANGL1700	Advanced English	Timothy Byrne (coord.) Philippe Denis (coord.)	EN [q1 or q2] [30h] [3 Credits] 🌐		X	

○ Echange à l'étranger (30 credits)

Le programme comprend un quadrimestre d'échange dans une institution étrangère (au 2ème quadrimestre de la 2ème année du master). L'échange comporte 30 crédits et est organisé dans le cadre des accords conclus avec les partenaires étrangers.

PROFESSIONAL FOCUS [30.0]

⊙ Mandatory
⊠ Optional
△ Not offered in 2023-2024
⊘ Not offered in 2023-2024 but offered the following year
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△ ⊕ Not offered in 2023-2024 or the following year
🟨 Activity with requisites
🌐 Open to incoming exchange students
🌐 Not open to incoming exchange students
[FR] Teaching language (FR, EN, ES, NL, DE, ...)

Click on the course title to see detailed informations (objectives, methods, evaluation...)

Year

					1	2

⊙ *Content:*

					1	2
⊠ LADPU2035	Public Management: Human Resources	Scott Brenton	EN [q2] [30h] [5 Credits] 🌐		x	
⊠ LADPU2040	Public Management: Strategies and Organisational Leadership	Scott Brenton	EN [q1] [30h] [5 Credits] 🌐		x	
⊠ LTRAV2030	The law and practice of collective labour relations	Filip Dorssemont Aurélie Frankart	FR [q2] [45h] [5 Credits] 🌐		x	
⊠ LTRAV2640	Bargaining theory and practice	Stéphanie Demoulin	FR [q1] [25h] [5 Credits] 🌐		x	
⊠ LTRAV2650	Aspects salariaux du travail	Bauduin Auquier Luc Denayer	FR [q2] [30h] [5 Credits] 🌐		x	
⊠ LECON2051	Labour, unemployment and Politics	François Rycx Lamme d'Huisnacht (compensates Muriel Dejemeppe)	FR [q2] [30h] [5 Credits] 🌐		x	
⊠ LTRAV2020A	Approches interdisciplinaires du travail et de la GRH		FR [q2] [30h] [5 Credits] 🌐		x	
⊠ LPSYS2202	Psychology of behavioral change: health, consumption and decision making	Olivier Corneille	FR [q1] [60h] [5 Credits] 🌐		x	
⊠ LPSYS2308	Labour and Welfare: psychosocial aspects	Annalisa Casini (compensates Donatienne Desmette)	FR [q1] [30h+15h] [5 Credits] 🌐		x	
⊠ LPSYS2307	Personnel psychology: evaluation and development of competences	Gaëtane Caesens	FR [q1] [60h] [5 Credits] 🌐		x	
⊠ LLSMF2007	Change Management and Leadership	Nathalie Guilmot (compensates Alain Vas) Emilie Malcourant (compensates Alain Vas)	EN [q1] [30h] [5 Credits] 🌐		x	

OPTIONS [30.0]

Maximum 2 element(s)

> Option: Gestion des ressources humaines, organisation et institutions *[en-prog-2023-grh2m-lgrh900o]*
> Option: Approches européennes (MEST) *[en-prog-2023-grh2m-lgrh901o]*

OPTION: GESTION DES RESSOURCES HUMAINES, ORGANISATION ET INSTITUTIONS [30.0]

L' option gestion des ressources humaines, organisation et institutions permet d'approfondir les questions de gestion des ressources humaines tout en les situant dans leur environnement organisationnel et institutionnel.

- ⚙ Mandatory
- ⚙ Optional
- △ Not offered in 2023-2024
- ⊘ Not offered in 2023-2024 but offered the following year
- ⊕ Offered in 2023-2024 but not the following year
- △ ⊕ Not offered in 2023-2024 or the following year
- 🟨 Activity with requisites
- 🌐 Open to incoming exchange students
- 🌐 Not open to incoming exchange students
- [FR] Teaching language (FR, EN, ES, NL, DE, ...)

Click on the course title to see detailed informations (objectives, methods, evaluation...)

				Year 1	2
⚙ **Content:**					
⚙ LLSMS2073	Strategic Human Resource Management	Peter Kessels (compensates Laurent Taskin)	EN [q2] [30h] [5 Credits] 🌐		x
⚙ LADPU2000	Policy Advice : Advanced Policy Analysis	Lise Frehen (compensates David Aubin)	FR [q1] [30h] [5 Credits] 🌐		x
⚙ LADPU2015	Public Organization Law	Raphaël Born Elisabeth Willemart	FR [q1] [30h] [5 Credits] 🌐		x
⚙ LTRAV2610	Business economics	Guilhem Bascle	FR [q2] [30h] [5 Credits] 🌐		x
⚙ LCOMU2610	Internal communication and communication of change	Katja Werbrouck (compensates François Lambotte)	EN [q1] [30h] [5 Credits] 🌐		x
⚙ LCOMU2611	Internal communication Audit		FR [q1] [15h] [5 Credits] △ 🌐		x
⚙ LGRH2000	Management Humain : Pratiques, métier et déontologie	Louise Patesson	FR [q1] [15h] [5 Credits] 🌐		x
⚙ LLSMS2091	Cross Cultural Competences and Management	Ina Aust-Gronarz Edina Dóci	EN [q1] [22.5h+7.5h] [5 Credits] 🌐		x
⚙ LLSMS2283	Sustainable Human Resource Management and Leadership	Ina Aust-Gronarz	EN [q2] [30h] [5 Credits] 🌐		x

⚙ Comportement organisationnel

1 parmi :

⚙ LLSMS2071	Diversity Management	Edina Dóci	EN [q1] [30h] [5 Credits] 🌐		x
⚙ LPSYS2309	Organizational behavior	Gaëtane Caesens	FR [q1] [45h] [5 Credits] 🌐		x

OPTION: APPROCHES EUROPÉENNES (MEST) [30.0]

L'option "Approches européennes (MEST) vise au développement des capacités de comparaison entre pays et à la compréhension de la dimension européenne. Elle est organisée conjointement par les partenaires du réseau MEST et conduit à l'obtention du certificat de « master européen en sciences du travail ».

     O Mandatory
     ⊠ Optional
     △ Not offered in 2023-2024
     ⊘ Not offered in 2023-2024 but offered the following year
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     △ ⊕ Not offered in 2023-2024 or the following year
     🟨 Activity with requisites
     🌐 Open to incoming exchange students
     🌐 Not open to incoming exchange students
     [FR] Teaching language (FR, EN, ES, NL, DE, ...)

Click on the course title to see detailed informations (objectives, methods, evaluation...)

Year

1 2

o *Content:*

				Year 1	Year 2
O LLSMS2063	Industrial Relations in Europe	Evelyne Léonard	[EN] [q2] [30h] [5 Credits] 🌐		x
O LTRAV2700	Labour context in Europe	Evelyne Léonard	[EN] [q1] [15h] [5 Credits] 🌐		x
O LTRAV2710	Comparative training and employment systems	Martin Wagener	[EN] [q2] [45h] [5 Credits] 🌐		x
O LTRAV2720	Comparative social protection systems	Laura Merla	[EN] [q2] [45h] [5 Credits] 🌐		x
O LTRAV2730	Comparative wage and HRM systems	Marie Van den broeck	[EN] [q2] [30h] [5 Credits] 🌐		x
O LTRAV2740	Comparative industrial relations systems	Filip Dorssemont Marc Zune (coord.)	[EN] [q2] [45h] [5 Credits] 🌐		x

Supplementary classes

> *To access this Master, students must have a good command of certain subjects. If this is not the case, students must take supplementary classes chosen by the faculty to satisfy course prerequisites.*

○ Mandatory
⊗ Optional
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⊘ Not offered in 2023-2024 but offered the following year
⊕ Offered in 2023-2024 but not the following year
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🟨 Activity with requisites
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⊗ LCOPS1212	Qualitative data analysis	Nathalie Burnay	[FR] [q2] [25h+20h] [4 Credits] ⊕
⊗ LPOLS1235	Introduction à l'épistémologie et à la démarche scientifique des sciences sociales	Mathieu Berger	[FR] [q1] [20h] [2 Credits] ⊕
⊗ LECGE1221	Economic Law and Taxation	Patrick De Wolf Michel De Wolf	[FR] [q1] [60h] [5 Credits] ⊕
⊗ LESPO2100	Political economy		[FR] [q1] [30h+15h] [4 Credits] △ ⊕
⊗ LCOPS1114	Statistics and Bases of Probability Theory	Marie Delacre Marie Delacre (compensates Rainer von Sachs)	[FR] [q1] [30h+30h] [5 Credits] ⊕
⊗ LPOLS1221	Quantitative Data Analysis	Jacques Marquet	[FR] [q1] [25h+20h] [4 Credits] ⊕
⊗ LESPO1321	Economic, Political and Social Ethics	Gregory Ponthiere	[ES] [q2] [30h] [3 Credits] ⊕
⊗ LCOPS1125	Psychology and Social Psychology	Coralie Buxant Olivier Corneille Karl-Andrew Woltin	[FR] [q2] [30h] [5 Credits] ⊕
⊗ LESPO1113	Sociology and Anthropology of the Contemporary Worlds	Jean De Munck Hugues Draelants	[FR] [q1 or q2] [40h] [5 Credits] ⊕
⊗ LANGL1330	English intermediate level - 1st part	Stéphanie Brabant Estelle Dagneaux Jean-Luc Delghust Aurélie Deneumoustier Fanny Desterbecq Marie Duelz Claudine Grommersch Adrien Kefer (compensates Sandrine Mulkers) Marc Piwnik (coord.) Françoise Stas Anne-Julie Toubeau Marine Volpe	[EN] [q1 or q2] [20h] [3 Credits] ⊕
⊗ LECGE1231	Perspectives critiques en Management	Stéphanie Coster Laurianne Terlinden	[FR] [q2] [30h+15h] [5 Credits] ⊕
⊗ LPOLS1112	Accounting of the Non-Market Sector	Karine Cerrada Cristia	[FR] [q2] [30h+15h] [4 Credits] ⊕
⊗ LTRAV2600	Staff and organization	Michel Ajzen Marie Antoine	[FR] [q1] [30h] [5 Credits] ⊕

Course prerequisites

The **table** below lists the activities (course units, or CUs) for which there are one or more prerequisites within the programme, i.e. the programme CU for which the learning outcomes must be certified and the corresponding credits awarded by the jury before registering for that CU.

These activities are also identified **in the detailed programme**: their title is followed by a yellow square.

Prerequisites and student's annual programme

As the prerequisite is for CU registration puposes only, there are no prerequisites within a programme year. Prerequisites are defined between CUs of different years and therefore influence the order in which the student will be able to register for the programme's CUs.

In addition, when the jury validates a student's individual programme at the beginning of the year, it ensures its coherence, meaning that it may:

- require the student to combine registration in two separate CUs which it considers necessary from a pedagogical point of view.
- transform a prerequisite into a corequisite if the student is in the final year of a degree course.

For more information, please consult the Academic Regulations and Procedures (https://uclouvain.be/fr/decouvrir/rgee.html).

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 # Prerequisities list
LGRH2900B   "Mémoire" has prerequisite(s) LTRAV2010

- LTRAV2010 - Research methods in labour science

The programme's courses and learning outcomes

For each UCLouvain training programme, a reference framework of learning outcomes specifies the the skills expected of every graduate on completion of the programme. Course unit descriptions specify targeted learning outcomes, as well as the unit's contribution to reference framework of learning outcomes.

GRH2M - **Information**

Access Requirements

Master course admission requirements are defined by the French Community of Belgium Decree of 7 November 2013 defining the hiher education landscape and the academic organisation of courses.

General and specific admission requirements for this programme must be satisfied at the time of enrolling at the university.

Unless explicitly mentioned, the bachelor's, master's and licentiate degrees listed in this table or on this page are to be understood as those issued by an institution of the French, Flemish or German-speaking Community, or by the Royal Military Academy.

In the event of the divergence between the different linguistic versions of the present conditions, the French version shall prevail.

SUMMARY

Specific access requirements

According to the admission regulations, students must submit a request for admission before official enrolment. This is examined by the academic coordinator together with the management committee.

University Bachelors

Diploma	Special Requirements	Access	Remarks
UCLouvain Bachelors			
Bachelor in Human and Social Sciences [180.0] Bachelor in Economics and Management [180.0] Bachelor in Business Engineering [180.0]		Direct access	
		Access with additional training Access based on application	
Others Bachelors of the French speaking Community of Belgium			
		Access based on application	
Bachelors of the Dutch speaking Community of Belgium			
		Access based on application	
Foreign Bachelors			
		Access based on application	

Non university Bachelors

> Find out more about links to the university

Diploma	Access	Remarks
BA - assistant(e) de direction - crédits supplémentaires entre 45 et 60 BA - assistant(e) en psychologie - crédits supplémentaires entre 45 et 60 BA - assistant(e) social(e) - crédits supplémentaires entre 45 et 60	Les enseignements supplémentaires éventuels peuvent être consultés dans le module complémentaire.	Type court

BA - conseiller(ère) social(e) - crédits supplémentaires entre 45 et 60

BA en droit - crédits supplémentaires entre 30 et 60

BA en écologie sociale - crédits supplémentaires entre 45 et 60

BA en gestion des ressources humaines - crédits supplémentaires entre 15 et 30

BA en relations publiques - crédits supplémentaires entre 45 et 60

BA en sciences administratives et gestion publique - crédits supplémentaires entre 45 et 60

Holders of a 2nd cycle University degree

Diploma	Special Requirements	Access	Remarks
"Licenciés"			
		Access based on application	
Masters			
		Access based on application	

Access based on validation of professional experience

> It is possible, under certain conditions, to use one's personal and professional experience to enter a university course without having the required qualifications. However, validation of prior experience does not automatically apply to all courses. Find out more about Validation of priori experience.

Entry to all Masters (with the exception of Advanced Masters) can be gained through the special procedure for accrediting prior learning and experience known as VAE (validation des acquis de l'expérience).

Access based on application

Access based on application : access may be granted either directly or on the condition of completing additional courses of a maximum of 60 ECTS credits, or refused.

Entry to all Masters (with the exception of Advanced Masters) can also be gained on submission of a special personal file.

Admission and Enrolment Procedures for general registration

According to the admission regulations, students must submit a request for admission before official enrolment. This is examined by the academic coordinator together with the management committee.

Teaching method

classes and lectures ;

The programme is multidisciplinary since it combines management, psychology, public administration and industrial relations. The teaching methods are closely connected to the skills that future HR professionals will need: ability to listen and to summarize, to understand an organization, to work in a team, to express themselves both orally and in writing, and to work autonomously and with responsibility. Against this background, the teaching methods bring together:

- Classes and lectures ;
- Case-studies ;
- Team work ;
- Exchange of views with HR professionals ;
- Introduction to a multicultural environment through the foreign exchange program ;
- Experience of professional practice by the means of the internship, together with scientific analysis in the thesis.

Evaluation

The evaluation methods comply with the <u>regulations concerning studies and exams</u> (https://uclouvain.be/fr/decouvrir/ rgee.html). More detailed explanation of the modalities specific to each learning unit are available on their description sheets under the heading "Learning outcomes evaluation method".

The different kinds of assessment used reflect the aims of the teaching in that they are designed both to judge students' ability to analyse and express themselves and work in a team, for example, as well as their capacity to understand and use relevant scientific literature to analyse a given subject: individual and group work, oral presentations both individually and in groups, written and oral examinations, and individual research combined with analysis of a particular area in the final thesis.

Mobility and/or Internationalisation outlook

International outlook (for UCL students)‌The option ‌Human resource management, organization and institutions’ includes an exchange programme lasting one semester, during the first year of the master, in one of these foreign institutions: Ecole des Relations Industrielles at the Université de Montréal; Ecole des Relations Industrielles at Université Laval, Québec; Universidad de Sevilla in Spain; Université catholique d’Angers, in France. Students who choose the ‌European option’ will participate in the exchange programme co-organised by 13 partner institutions in the European Union: Universität Trier, Germany; Universität Bremen, Germany; Universitat Autonoma de Barcelona, Spain; Université des Sciences Sociales de Toulouse, France; University College Dublin, Ireland; Università degli Studi di Firenze, Italy; Università degli Studi di Milano, Italy; Universiteit van Amsterdam, the Netherlands; Instituto Superior de Ciencas do Trabalho e da Empresa, Portugal; London School of Economics, Britain; Warwick University, Britain; University of Ljubljana, Slovenia. In this option, the exchange programme takes place in the second semester of the first year. The content is similar for all partners of this European network, in order to favour student mobility across the network. The content focuses on comparative approaches of labour and human resource management. The option and the mobility that it implies provide students with a certificate of ‌European master in labour studies’, on top of the degree awarded for the entire master programme.

- International appeal (for non-residents)‌The programme provides multidisciplinary training combined with an exchange programme and an internship. The main teaching language is French; if a students chooses to do an exchange programme abroad, the teaching language during the exchange programme is the one of the host institution.‌‌The internship may be done in a language other than French. The same can apply to the final thesis, as long as the details are agreed with the Institute of Labour Sciences and the academic supervisor.

Possible trainings at the end of the programme

- Advanced Masters : none
- Doctoral programmes : doctoral school in management science ; doctoral school in political and social science

Certificates

None currently awarded.

Contacts

Curriculum Management

Entity

Structure entity	SSH/ESPO/TRAV
Denomination	(TRAV)
Faculty	Faculty of Economic, Social and Political Sciences and Communication (ESPO)
Sector	Human Sciences (SSH)
Acronym	TRAV
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