

GRH2M

2013 - 2014

Master [120] in Human Resources Management

At Louvain-la-Neuve - 120 credits - 2 years - Day schedule - In frenchDissertation/Graduation Project : **YES** - Internship : **YES**Activities in English: **NO** - Activities in other languages : **NO**Activities on other sites : **NO**Main study domain : **Sciences politiques et sociales**Organized by: **Faculté des sciences économiques, sociales, politiques et de communication (ESPO)**Programme code: **grh2m** - European Qualifications Framework (EQF): 7**Table of contents**

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GRH2M - Introduction

GRH2M - Admission

For the specific conditions of this program : refer to the French version

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

GRH2M - Information

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:

• 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;

• The capacity to 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.

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 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)â€”The option â€”Human resource management, organization and institutionsâ€” 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 â€”European optionâ€” will participate in the exchange programme co-organised by 13 partner institutions in the European Union: Universität Trier, Germany; Universität Bremen, Germany; Universitat Autònoma 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 Ciencias 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 student 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.

GRH2M - Contacts

Curriculum Managment

Entite de la structure TRAV

Acronyme	TRAV
Dénomination	Ecole des Sciences du travail
Adresse	Place des Doyens, 1 bte L2.01.04 1348 Louvain-la-Neuve Tél 010472063 ; 010473921 - Fax 010 47 39 14
Site web	https://www.uclouvain.be/trav.html
Secteur	Secteur des sciences humaines (SSH)
Faculté	Faculté des sciences économiques, sociales, politiques et de communication (ESPO)
Commission de programme	Ecole des Sciences du travail (TRAV)

Academic Supervisor : [Laurent Taskin](#)

Jury

Président du Jury : **Pierre Reman**

Secrétaire du Jury : **Bernard Nyssen**

Usefull Contacts

Responsable administrative et conseillère aux études : **Anne-Françoise Bray**

Informations aux étudiants : **Annick Bacq**

Informations aux étudiants : **Géraldine Dupont**

Informations aux étudiants : **Françoise Ledant**

GRH2M - Detailed programme

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".

Whatever the focus or the options chosen, the programme of this master shall totalize 120 credits, spread over two years of studies each of 60 credits.

Core study

> [Tronc commun](#) [en-prog-2013-grh2m-lgrh200t.html]

> [Professional focus](#) [en-prog-2013-grh2m-lgrh200s]

Options courses

> [Gestion des ressources humaines, organisation et institutions](#) [en-prog-2013-grh2m-lgrh900o.html]

> [Option européenne](#) [en-prog-2013-grh2m-lgrh901o.html]

Programme by subject

Core courses [60.0]

● Mandatory

△ Courses not taught during 2013-2014

⊕ Periodic courses taught during 2013-2014

⊗ Optional

⊖ Periodic courses not taught during 2013-2014

⊞ Two years course

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

Year

1 2

o Stage et mémoire (27 credits)

Course ID	Course Title	Year	Credits	1	2
● LGRH2900A	Mémoire	N.	2 Credits		x
● LGRH2900B	Mémoire	N.	20 Credits		x
● LGRH2910	Stage	N.	5 Credits	△	x

o Cours (30 credits)

Course ID	Course Title	Instructor	Hours	Credits	1q	2q
● LLSMS2070	Organizational Diagnostic (in French)	Evelyne Léonard, Anne Rousseau (compensates Evelyne Léonard)	30h	5 Credits	1q	x
● LLSMS2072	Clinical Sociology of work (in French)	Thomas Périlleux	30h	5 Credits	1q	x
● LPSYM2312	Personnel psychology: evaluation and development of competences	Nathalie Delobbe, Michaël Dubois	60h	5 Credits	1q	x
● LPSYM2331	Psychology of intergroups relations: stereotypes, prejudice and discrimination	Stéphanie Demoulin	60h	5 Credits	1q	x
● LTRAV2010	Research methods in labour science	Patricia Vendramin	30h	5 Credits	1q	x
● LTRAV2210	Labour law	François Vandamme	30h	5 Credits	1q	x

Year

1 2

o 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 les pages de l'Institut des langues vivantes www.uclouvain.be/ilv). Un parmi :

⊗ LNEER2500	Seminar of professional integration: Dutch - intermediate level	Isabelle Demeulenaere (coord.), Mariken Smit	30h	3 Credits		x	
⊗ LNEER2600	Seminar of professional integration: Dutch - upper-intermediate level	Isabelle Demeulenaere	30h	3 Credits		x	
⊗ LNEER2602	Seminar of professional integration: Dutch - advanced level	Isabelle Demeulenaere (coord.), Mariken Smit	30h	3 Credits		x	
⊗ LANGL2600	Entry to professional life : English	Adrien Pham, Françoise Stas (coord.)	30h	3 Credits	1q	x	

Professional focus [30.0]

● Mandatory

△ Courses not taught during 2013-2014

⊕ Periodic courses taught during 2013-2014

⊗ Optional

⊖ Periodic courses not taught during 2013-2014

‡ Two years course

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

Year

1 2

⊗ LLSMS2074	Contemporary Issues in Human Resources (in French)	Patrice Gobert, Estelle Morin, null SOMEBODY	30h	5 Credits	1q		x
⊗ LPSYM2311	Psychology of behavioral change: Consumption, health and decision making	Olivier Corneille, Gordy Pleyers	45h+15h	5 Credits	1q		x
⊗ LPSYM2332	Work and well-being: psychosocial dimensions	Donatienne Desmette, Ginette Herman	60h	5 Credits	2q		x
⊗ LSPRI2035	Public Management: Human Ressources	Christian de Visscher	30h	5 Credits	2q		x
⊗ LSPRI2040	Public Management: Stategies, Organization and Management Control	Christian de Visscher	30h	5 Credits	1q		x
⊗ LTRAV2030	The law and practice of collective labour relations	Filip Dorssemont, Sophie Du Bled	45h	5 Credits	2q		x
⊗ LTRAV2620	The development of human resources	Philippe Charlier	30h	5 Credits	2q		x
⊗ LTRAV2640	Bargaining theory and practice	Stéphanie Demoulin	25h	5 Credits	1q		x

Options [30.0]

- > [Gestion des ressources humaines, organisation et institutions](#) [en-prog-2013-grh2m-lgrh900o]
 > [Option européenne](#) [en-prog-2013-grh2m-lgrh901o]

GESTION DES RESSOURCES HUMAINES, ORGANISATION ET INSTITUTIONS [30.0]

● Mandatory

△ Courses not taught during 2013-2014

⊕ Periodic courses taught during 2013-2014

⊗ Optional

⊖ Periodic courses not taught during 2013-2014

‡ Two years course

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

						Year	
						1	2
⊗ LLSMF2004	Advanced Human Resources Management (in French)	Michaël Dubois, Evelyne Léonard	30h	5 Credits	2q	x	
⊗ LLSMS2073	Human Resources Strategic Management (in French)	Nathalie Delobbe	30h	5 Credits	2q	x	
⊗ LLSMS2075	Awareness of group dynamics (in French)	Patrice Gobert, Pierre Meurens	30h	5 Credits	2q	x	
⊗ LSPRI2000	Public Policy Analysis	David Aubin, Claire Dupuy	30h	5 Credits	2q	x	
⊗ LSPRI2015	Public Organization Law	Philippe Bouvier	30h	5 Credits	1q	x	
⊗ LTRAV2610	Business economics	Nicolas Neysen	30h	5 Credits	2q	x	

⊗ **Comportement organisationnel**

1 parmi :

⊗ LLSMS2071	Organizational Behaviour (in French)	Nathalie Delobbe	30h	5 Credits	2q	x	
⊗ LPSYM2341	Organizational behavior	Julie Camerman, Florence Stinglhamber	60h	5 Credits	1q	x	

OPTION EUROPÉENNE [30.0]

● Mandatory

△ Courses not taught during 2013-2014

⊕ Periodic courses taught during 2013-2014

⊗ Optional

⊖ Periodic courses not taught during 2013-2014

‡ Two years course

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

						Year	
						1	2
● LLSMS2063	Industrial Relations in Europe (in English)	Evelyne Léonard	30h	5 Credits	2q	x	
● LTRAV2700	Contextual factors of work in Europe	Evelyne Léonard	15h	5 Credits	1q	x	
● LTRAV2710	Comparative training and employment systems	Gérard Valenduc, Béatrice Van Haeperen (coord.)	45h	5 Credits	2q	x	
● LTRAV2720	Comparative social protection systems	Yannick Vanderborght, Pascale Vielle	45h	5 Credits	2q	x	
● LTRAV2730	Comparative systems of salaries and human resource management	Marc Fourny (compensates Evelyne Léonard), Marc Fourny, Evelyne Léonard	30h	5 Credits	2q	x	
● LTRAV2740	Comparative industrial relations systems	Filip Dorssemont, Marc Zune (coord.)	45h	5 Credits	2q	x	

