

GRH2M - Introduction

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:

- 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.

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 la démarche comparative, en saisir l'emploi dans

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

o Stage et mémoire (27 credits)

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

o Cours (30 credits)

○ 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

o Cours de langue (3 credits)

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 (ine de 1redits 9 cm dais et/choix) afinn des courcisi rla,t 0 055.329987 344.02rorair91a16 0 l 15 1 l 1 1 l h W n 1 G [] 0 d 2 w 0 0 m 16 0 l S

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 ».

- Mandatory
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-

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.

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 purposes 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) (<https://uclouvain.be/fr/decouvrir/rgee.html>).

GRH2M - Information

Access Requirements

Master course admission requirements are defined by the French Community of Belgium Decree of 7 November 2013 defining the higher 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

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- > [Specific access requirements](#)
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- > [Holders of a 2nd cycle University degree](#)
- > [Access based on validation of professional experience](#)
- > [Access based on application](#)
- > [Admission and Enrolment Procedures for general registration](#)

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]		Direct access	
Bachelor in Economics and Management [180.0]			
Bachelor in Business Engineering [180.0]			

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

Contacts

Curriculum Management

Entity

Structure entity

SSH/ESPO/TRAV

