



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 d 9q.le de she neoue, 8hniques. It inten orme, e 0 0 -1 0

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.

⊗ LPOLS1221	Quantitative Data Analysis	Mireille Le Guen	FR [q1] [25h+20h] [4 Credits] 🌐
⊗ LESPO1321	Economic, Political and Social Ethics	Pierre André	EN [q2] [30h] [3 Credits] 🌐
⊗ LCOPS1125	Psychology and Social Psychology	Coralie Buxant Olivier Corneille Karl-Andrew Wolttin	FR [q2] [30h] [5 Credits] 🌐
⊗ LECGE1317	Critical Analysis of organizations and markets	Joseph Amougou Matthieu de Nanteuil	FR [q1] [30h] [4 Credits] 🌐
⊗ LANGL1330	English intermediate level - 1st part	Stéphanie Brabant Charline Coduti (compensates Anne-Julie Toubeau) Estelle Dagneaux Jean-Luc Delghust Aurélie Deneumoustier Fanny Desterbecq Marie Duetz Claudine Grommersch Sandrine Mulkers (coord.) Yannick Paquin (compensates Anne-Julie Toubeau) Marc Piwnik (coord.) Françoise Stas	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] 🌐
⊗ LECGE1321	Human Management	Laurent Taskin	FR [q2] [30h+15h] [4 Credits] 🌐

Course prerequisites

There are no prerequisites between course units (CUs) for this programme, i.e. the programme activity (course unit, CU) whose learning outcomes are to be certified and the corresponding credits awarded by the jury before registration in another CU.

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.

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
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

Les enseignements supplémentaires éventuels peuvent être consultés dans [le module complémentaire](#).

Type court

Useful Contact(s)

- Responsable administrative et conseillère aux études: [Fabienne Horstermans](#)
- Informations aux étudiants: info-est@uclouvain.be

