

At Louvain-la-Neuve - 120 credits - 2 years - Day schedule - In French

Dissertation/Graduation Project : **YES** - Internship : **YES**

Activities in English: **YES** - 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

Table of contents

[Introduction](#)

GRH2M - Introduction

Introduction

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).

Programme structure

The programme is made up of 120 credits and includes:

- A major of 65 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;
- Erasmus exchange or courses to be chosen among four options.

GRH2M Programme

Detailed programme by subject

CORE COURSES [65.0]

- Mandatory
- ✘ Optional
- △ Not offered in 2024-2025
- Not offered in 2024-2025 but offered the following year
- ⊕ Offered in 2024-2025 but not the following year
- △ ⊕ Not offered in 2024-2025 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

● Cours obligatoires (30 credits)

● LGRH2000	Management Humain : Pratiques, métier et déontologie	Christophe Lo Giudice Laurent Taskin	[FR] [q1] [15h] [5 Credits]	X
------------	--	---	-----------------------------	---

PROFESSIONAL FOCUS [30.0]

- Mandatory
- ⊗ Optional
- △ Not offered in 2024-2025
- ⊙ Not offered in 2024-2025 but offered the following year
- ⊕ Offered in 2024-2025 but not the following year
- △ ⊕ Not offered in 2024-2025 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:

○ LTRAV2030	The law and practice of collective labour relations	Elliot Cobbaut Filip Dorssemont Céline Wattecamps	FR [q2] [45h] [5 Credits] 🌐	X	
○ LLSMS2070	Diagnostic organisationnel	Evelyne Léonard	FR [q2] [30h] [5 Credits] 🌐	X	
○ LGRH2002	Séminaire d'actualité en GRH - Topical HRM seminar	Gaëtan Bonny	FR [q1] [15h] [5 Credits] 🌐	X	
○ LGRH2003	New forms of employment and organization	Stéphanie Coster Laurianne Terlinden	FR [q1] [15h] [5 Credits] 🌐	X	
○ LGRH2004					

Year

1 2

⌘ **Choix d'un cours parmi : (5 credits)**

⌘ LLSMS2063	Industrial Relations in Europe	Evelyne Léonard	EN [q2] [30h] [5 Credits]		X
⌘ LTRAV2740	Comparative industrial relations systems	Filip Dorssemont Marc Zune	EN [q2] [30h] [5 Credits]		X

⌘ **Choix d'un cours parmi : (5 credits)**

⌘ LTRAV2710	Comparative training and employment systems	Martin Wagener	EN [q2] [30h] [5 Credits]		X
⌘ LTRAV2730	Comparative wage and HRM systems	Marie Van den broeck	EN [q2] [30h] [5 Credits]		X

CHANGE MANAGEMENT

- Mandatory
- ⊗ Optional
- △ Not offered in 2024-2025
- ⊖ Not offered in 2024-2025 but offered the following year
- ⊕ Offered in 2024-2025 but not the following year
- △ ⊕ Not offered in 2024-2025 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:

⊗ LTRAV2640

Bargaining theory and practice

⌘ 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	Mireille Le Guen	FR [q1] [25h+20h] [4 Credits] 🌐
⌘ LESPO1321	Economic, Political and Social Ethics	Pierre André	FR [q2] [30h] [3 Credits] 🌐
⌘ LCOPS1125	Psychology and Social Psychology	Coralie Buxant Olivier Comeille Karl-Andrew Woltin	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)	

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 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 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

- > [General access requirements](#)
- > [Specific access requirements](#)
- > [University Bachelors](#)
- > [Non university Bachelors](#)
- > [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

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

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 [regulations concerning studies and exams](#). 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.

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

Denomination

Faculty

Sector

Acronym

Postal address

Website

Academic supervisor: [Laurent Taskin](#)

Jury

- Président du Jury: [Auriane Lamine](#)
- Secrétaire du Jury: [Mikaël Glorieux](#)

SSH/ESPO/TRAV

[\(TRAV\)](#)

Faculty of Economic, Social and Political Sciences and Communication ([ESPO](#))

Human Sciences ([SSH](#))

TRAV

Place des Doyens 1 - bte L2.01.04

1348 Louvain-la-Neuve

Tel: [+32 \(0\) 10 47 20 63;010473921](tel:+322010472063) - Fax: [+32 \(0\) 10 47 39 14](tel:+322010473914)

<https://uclouvain.be/fr/facultes/espo/est>

