





## 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. Maitriser 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. Comprendre et analyser les interactions entre les entreprises européennes et des entités nationales.

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## PROFESSIONAL FOCUS [30.0]

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- 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, ...)

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

Year

1 2

### ○ Content:

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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			
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## CHANGE MANAGEMENT

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- 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, ...)

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

Year

1 2

### o Content:

⊗ LTRAV2640	Bargaining theory and practice	Stéphanie Demoulin	
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⌘ LCOPS1114	Statistics and Bases of Probability Theory	Marie Delacre Marie Delacre (compensates Rainer von Sachs)	
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## Course prerequisites

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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

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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	Special Requirements	Access	Remarks
<b>UCLouvain Bachelors</b>			
		Direct access	
Bachelor in Human and Social Sciences [180.0]		Direct access	
Bachelor in Economics and Management [180.0]			
Bachelor in Business Engineering [180.0]			
		Direct access	
		Direct access	
		Access with additional training	
		<a href="#">Access based on application</a>	
		<a href="#">Access based on application</a>	
<b>Others Bachelors of the French speaking Community of Belgium</b>			
		<a href="#">Access based on application</a>	
<b>Bachelors of the Dutch speaking Community of Belgium</b>			
		<a href="#">Access based on application</a>	
<b>Foreign Bachelors</b>			
		<a href="#">Access based on application</a>	

## Non university Bachelors

> Find out more about [links](#) to the university

Diploma	Access	Remarks
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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

### Holders of a 2nd cycle University degree

Diploma	Special Requirements	Access	Remarks
"Licenciés"			
		<a href="#">Access based on application</a>	
<b>Masters</b>			
		<a href="#">Access based on application</a>	

## Teaching method

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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

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***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

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

## Certificates

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None currently awarded.

## Contacts

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### Curriculum Management

Entity	
Structure entity	SSH/ESPO/TRAV
Denomination	<a href="#">(TRAV)</a>
Faculty	Faculty of Economic, Social and Political Sciences and Communication ( <a href="#">ESPO</a> )
Sector	Human Sciences ( <a href="#">SSH</a> )
Acronym	TRAV
Postal address	Place des Doyens 1 - bte L2.01.04 1348 Louvain-la-Neuve Tel: <a href="tel:+32210472063">+32 (0) 10 47 20 63</a> ; <a href="tel:+32210473921">010473921</a> - Fax: <a href="tel:+32210473914">+32 (0) 10 47 39 14</a> <a href="https://uclouvain.be/fr/facultes/espo/est">https://uclouvain.be/fr/facultes/espo/est</a>
Website	
Academic supervisor:	<a href="#">Laurent Taskin</a>

Useful Contact(s)

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

