

At Louvain-la-Neuve - 120 credits - 2 years - Day schedule - In FrenchDissertation/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 | 2 |
| Teaching profile | 3 |
| Learning outcomes | 3 |
| Programme structure | 4 |
| Programme | 4 |
| Detailed programme by subject | 4 |
| Supplementary classes | 9 |
| Course prerequisites | 11 |
| The programme's courses and learning outcomes | 11 |
| Information | 12 |
| Access Requirements | 12 |
| Teaching method | 14 |
| Evaluation | 14 |
| Possible trainings at the end of the programme | 14 |
| Certificates | 14 |
| Contacts | 14 |

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 à des questions relatives au travail et à la gestion des ressources humaines dans les pays de l'Union européenne.

AA 3.3. Comprendre et analyser les interactions entre dimension européenne et dimension nationale.

AA 4. Développer une approche disciplinaire et pluridisciplinaire des questions de gestion des ressources humaines qui soit soutenue par une démarche méthodologique et empirique rigoureuse

AA 4.1. Définir une problématique dans le champ de la gestion des ressources humaines.

AA 4.2. Rendre compte de l'état des connaissances portant sur cette problématique.

AA 4.3. Collecter et sélectionner des données empiriques quantitatives et qualitatives pertinentes, en fonction de la problématique posée.

AA 4.4. Exploiter et analyser ces données à travers différentes disciplines selon des méthodes rigoureuses et appropriées.

AA 4.5. Interpréter les résultats et dégager des conclusions fondées sur les plans théorique et pratique.

AA 4.6. Contribuer à la construction de connaissance en gestion des ressources humaines.

AA.5. Construire un jugement critique sur les problématiques de gestion des ressources humaines

AA 5.1. Relier les questions de gestion des ressources humaines aux savoirs théoriques et aux cadres d'analyse disciplinaires en sciences humaines ainsi qu'aux enjeux de société.

AA 5.2. Porter un regard critique sur les pratiques professionnelles à partir d'une perspective disciplinaire ou pluridisciplinaire.

AA 5.3. Exercer rigoureusement une analyse critique de situations de gestion des ressources humaines en tenant compte des contraintes et opportunités propres à ce domaine.

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 | Laurent Taskin | [FR] [q1] [15h] [5 Credits] ⊕ | | x |
| ● LTRAV2210 | Labour law | Auriane Lamine | [FR] [q1] [30h] [5 Credits] ⊕ | | x |

| | | | | Year | |
|-------------|---|--------------------------------|---------------------------|------|---|
| | | | | 1 | 2 |
| ○ LLSMS2283 | Sustainable Human Resource Management and Leadership | Ina Aust-Gronarz | EN [q2] [30h] [5 Credits] | X | |
| ○ LESPO2000 | Issues and challenges of managing workplace diversity | Scott Brenton | FR [q2] [45h] [5 Credits] | X | |
| ○ LTRAV2650 | Aspects salariaux du travail | Bauduin Auquier Luc Denayer | FR [q2] [30h] [5 Credits] | X | |
| ○ LGRH2001 | Integration seminar | Pierre Meurens | FR [q1] [15h] [5 Credits] | X | |

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 le site de l'Institut des langues vivantes). Les bacheliers en sciences humaines et sociales de l'UCLouvain ne peuvent pas choisir le cours LANGL2600. Un parmi :

| | | | | | |
|-------------|---|---|---------------------------------|---|--|
| ⊗ LNEER2500 | Seminar of Entry to professional life in Dutch - Intermediate level | Isabelle Demeulenaere (coord.) | NL [q1 or q2] [30h] [3 Credits] | X | |
| ⊗ LNEER2600 | Seminar of entry to professional life in Dutch - Upper-Intermediate level | Isabelle Demeulenaere (coord.) Dag Houdmont | NL [q1 or q2] [30h] [3 Credits] | X | |
| ⊗ LNEER2602 | Seminar of professional integration: Dutch - advanced level | Isabelle Demeulenaere (coord.) | NL [q1] [30h] [3 Credits] | X | |
| ⊗ LANGL2600 | Entry to Professional life in English | Lutgarde Schrijvers (coord.) | EN [q1] [30h] [3 Credits] | X | |
| ⊗ LANGL1500 | Intermediate English | Philippe Denis (coord.) | EN [q1 or q2] [30h] [3 Credits] | X | |
| ⊗ LANGL1700 | Advanced English | Timothy Byrne (coord.) Philippe Denis (coord.) | EN [q1 or q2] [30h] [3 Credits] | X | |

o Stage et mémoire (32 credits)

| | | | | | |
|------------|---|-----------------------------------|-----------------------------------|---|--|
| ○ LGRH2910 | Stage | | FR [] [] [5 Credits] | X | |
| ○ LGRH2900 | Mémoire | | FR [] [] [20 Credits] | X | |
| ○ LGRH2901 | Méthodes de recherche et accompagnement du mémoire en GRH | Stéphanie Coster Camilla Scola | FR [q1+q2] [22.5h+5h] [7 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

Content:

| | | | | | |
|-------------|---|---|-----------------------------|---|--|
| ● LTRAV2030 | The law and practice of collective labour relations | Filip Dorssemont Aurélie Frankart | 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 | Digitalisation & HR Analytics | Gaëtan Bonny | FR [q2] [15h] [5 Credits] 🌐 | X | |
| ● LGRH2005 | Organizational Behavior | | FR [q1] [30h] [5 Credits] 🌐 | X | |

OPTIONS [25.0]

- > [International HRM](#) [en-prog-2024-grh2m-lgrh902o]
- > [Change management](#) [en-prog-2024-grh2m-lgrh903o]
- > [Work and well-being](#) [en-prog-2024-grh2m-lgrh904o]
- > [HRM in context](#) [en-prog-2024-grh2m-lgrh905o]
- > [Exchange abroad](#) [en-prog-2024-grh2m-lgrh906o]

INTERNATIONAL HRM

- 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



Content:

| | | | | | |
|-------------|---|--------------------------------|------------------------------------|--|---|
| ✘ LLSMS2091 | Cross Cultural Competences and Management | Ina Aust-Gronarz Edina Dóci | EN [q1] [22.5h+7.5h] [5 Credits] 🌐 | | X |
|-------------|---|--------------------------------|------------------------------------|--|---|

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

Content:

| | | | | | |
|-------------|--|--------------------|-----------------------------|--|---|
| ⊗ LTRAV2640 | Bargaining theory and practice | Stéphanie Demoulin | FR [q1] [25h] [5 Credits] 🌐 | | x |
| ⊗ LLSMF2007 | Change Management and Leadership | Alain Vas | EN [q1] [30h] [5 Credits] 🌐 | | x |

⊗ Choisir un cours parmi : (5 credits)

| | | | | | |
|-------------|--|-------------------|-------------------------------|--|---|
| ⊗ LCOMU2610 | Internal communication and communication of change | François Lambotte | EN [q1] [30h] [5 Credits] 🌐 | | x |
| ⊗ LCOMU2611 | Internal communication Audit | | FR [q1] [15h] [5 Credits] △ 🌐 | | x |

WORK AND WELL-BEING

- 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

Content:

| | | | | | |
|-------------|--|---|-----------------------------|--|---|
| ⊗ LLSMS2072 | Sociologie clinique du travail | John Cultiaux | FR [q2] [30h] [5 Credits] 🌐 | | x |
| ⊗ LLSMS2071 | Diversity Management | Edina Dóci | EN [q1] [30h] [5 Credits] 🌐 | | x |
| ⊗ LTRAV2630 | Wellbeing at work | Aurélie Frankart Bénédicte Schepens | FR [q2] [30h] [5 Credits] 🌐 | | x |
| ⊗ LPSYS2056 | Psychologie du genre | Annalisa Casini Isabelle Roskam Vincent Yzerbyt | FR [q2] [30h] [5 Credits] 🌐 | | x |

HRM IN CONTEXT

- 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:

| | | | | |
|-------------|---|--------------------|-----------------------------|---|
| ⊗ LECON2051 | Labor Economics and Employment Policies | Muriel Dejemeppe | EN [q2] [30h] [5 Credits] 🌐 | X |
| ⊗ LDVLP2315 | Socio-political analysis of development | Emmanuelle Piccoli | FR [q2] [30h] [5 Credits] 🌐 | X |
| ⊗ LTRAV2610 | Business economics | Guilhem Bascle | FR [q2] [30h] [5 Credits] 🌐 | X |
| ⊗ LADPU2035 | Public Management: Human Resources | Scott Brenton | EN [q2] [30h] [5 Credits] 🌐 | X |

EXCHANGE ABROAD [25.0]

Supplementary classes

To access this Master, students must have a good command of certain subjects. If this is not the case, in the first annual block of their Masters programme, students must take supplementary classes chosen by the faculty to satisfy course prerequisites.

- 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...)

| | | | |
|-------------|--|-----------------------------------|---------------------------------|
| ⊗ LCOPS1212 | Qualitative data analysis | Nathalie Burnay | FR [q2] [25h+20h] [4 Credits] 🌐 |
| ⊗ LPOLS1235 | Introduction à l'épistémologie et à la démarche scientifique des sciences sociales | Mathieu Berger | FR [q1] [20h] [2 Credits] 🌐 |
| ⊗ LECGE1221 | Economic Law and Taxation | Patrick De Wolf Michel De Wolf | FR [q1] [60h] [5 Credits] 🌐 |
| ⊗ LCOPS1115 | Economic Policy | Tanguy Isaac Arastou Khatibi | FR [q1] [45h+15h] [5 Credits] 🌐 |
| ⊗ LCOPS1114 | Statistics and Bases of Probability Theory | | FR [q1] [30h+30h] [5 Credits] 🌐 |
| ⊗ LPOLS1221 | Quantitative Data Analysis | | FR [q1] [25h+20h] [4 Credits] 🌐 |
| ⊗ LESPO1321 | Economic, Political and Social Ethics | Gregory Ponthiere | EN [q2] [30h] [3 Credits] 🌐 |

| | | | |
|-------------|--|---|-----------------------------------|
| ⌘ LCOPS1125 | Psychology and Social Psychology | Coralie Buxant Olivier Corneille 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 Estelle Dagneaux Jean-Luc Delghust Aurélié Deneumoustier Fanny Desterbecq Marie Duelz Claudine Grommersch Adrien Kefer (compensates Sandrine Mulkers) Marc Piwnik (coord.) Françoise Stas Anne-Julie Toubeau Marine Volpe (compensates Sandrine Mulkers) | 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.

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 |
|---|----------------------|---|---------|
| UCLouvain Bachelors | | | |
| | | 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 | |
| | | Access based on application | |
| | | Access based on application | |
| Others Bachelors of the French speaking Community of Belgium | | | |
| | | Access based on application | |
| Bachelors of the Dutch speaking Community of Belgium | | | |
| | | Access based on application | |
| Foreign Bachelors | | | |
| | | Access based on application | |

Non university Bachelors

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

| Diploma | Access | Remarks |
|---------|--------|---------|
|---------|--------|---------|

| | | |
|---|--|------------|
| BA - assistant(e) de direction - crédits supplémentaires entre 45 et 60 | Les enseignements supplémentaires éventuels peuvent être consultés dans le module complémentaire . | Type court |
| 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 | | |

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

Access based on application : access may be granted either directly or on the condition of completing additional courses of a maximum of 60 ECTS credits, or refused.

Entry to all Masters (with the exception of Advanced Masters) can also be gained on submission of a special personal file.

Admission and Enrolment Procedures for general registration

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.

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](tel:+32210472063); [010473921](tel:+32210473921) - Fax: [+32 \(0\) 10 47 39 14](tel:+32210473914)

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

Useful Contact(s)

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

