



MA-GRHU | 2023-2024

Master in Human Resources Management

Programme mnemonic

MA-GRHU

> Focus *Professional* : M-GRHUS

Studies level

Master 120 credits

Learning language

french

Schedule

office hours

Studies categories / subcategories

Human and social sciences / Human resources management and / Political and social sciences

Campus

Solbosch

Teaching methods

The Master in human resource management combines a number of different teaching methods. The study programme alternates between learning basic concepts, practical field experience and individual and group work, with the focus put on both pragmatism and criticism.

The accent is put on:

- > the capability to analyse situations critically;
- > the acquisition and testing of HRM methods;
- > assignments in companies;
- > the dissertation.

Succeed in your studies

Choose

The information and guidance counsellors at the InfOR-études [<https://www.ulb.be/en/studies-info-desk-1>] service will help you choose your studies throughout the year.

Succeed

Take part in preparatory courses [<https://www.ulb.be/en/studies-info-desk-1>] or get help to succeed [<https://www.ulb.be/en/studies-info-desk-1>], before or during your studies.

Get help

Apply for financial aid, look for accommodation or a student job, get support [<https://www.ulb.be/fr/aides-services-et-accompagnement/aid-services-and-support-1>] for your specific needs.

Programme objectives

The Master in Human Resource Management aims to provide graduates with both conceptual and operational skills in the field of HRM. The goal is to train professionals who can meet the requirements of organisations wishing to optimise their HR support or assess their way of operating. By the end of the programme, graduates will have acquired both general HRM skills and the intellectual skills necessary for positioning HRM in the context of a company's development.

Programme's added value

The Master in HRM encourages students to be active (case studies, consulting assignments, workshops, team assignments, discussions with external speakers, residencies, etc.), and is designed to focus on an independent and critical analysis of HR policies and organisational consulting practices. In addition to conventional lecture classes, the programme includes a very practical aspect based on carrying out consulting assignments within an organisation, with required results. With this original and effective approach, students gain valuable professional experience.

International/Openness

The department has exchange agreements with more than a hundred partner universities in Europe and throughout the world.

Students can study abroad if they are enrolled in the first sixty credits of the master cycle. The mobility programme is possible only during the second semester.

Job opportunities

The Master in HRM gives graduates attractive opportunities in such fields as human resource management, training, recruitment, social auditing, consulting, etc.



Employers interested in such profiles include large public and private sector companies, specialised consulting firms, training organisations, public administrations, and non-profit organisations.

- HR manager
- Training and career development specialist
- Consultant or analyst (guidance, management, organisational change/restructuring, etc.)
- Selection and recruitment specialist

Contacts

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Jury President

Marie GORANSSON

Jury Secretary

Laurence ROUDART



Master in Human Resources Management

Focus Professional

This Master programme has two main focuses: human resource management in its true sense, and organisational studies (public and private companies, administrations, associations, etc.) in their main dimensions: the human dimension of management, the legal, budgetary and economic aspects of HRM, and training, counselling, and intervention methodologies. The programme provides the intellectual tools needed for a critical approach to understanding and intervening in the human dimensions of management. Teaching is done through case studies in various organisations, helping graduates quickly launch their professional career.

Bloc 1 | M-GRHUS | MA-GRHU

Tronc commun

Module Droit

DROI-D407 [Droit du travail](#) | Vanessa DE GREEF (Coordinator)
⌚ 5 credits [lecture: 24h] 📅 first term 🗨 French

Module Gestion et Organisation

ECON-D405 [Structure de l'entreprise, relations du travail et théorie de la négociation](#) | Aline BINGEN (Coordinator) and Isil ERDINC
⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French

GEST-D447 [Principes généraux d'organisation et de gestion](#) | Philippe SCIEUR (Coordinator)
⌚ 5 credits [lecture: 24h] 📅 first term 🗨 French

SOCA-D493 [Sociologie des organisations et de la gestion : aspects pratiques](#) | Marie GORANSSON (Coordinator)
⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French

SOCA-D4993 [Sociologie des organisations et de la gestion : aspects théoriques](#) | Daniel ZAMORA VARGAS (Coordinator)
⌚ 5 credits [lecture: 48h] 📅 second term 🗨 French

SOCA-D553 [Dynamique des organisations et changements](#) | Alain ERALY (Coordinator)
⌚ 5 credits [tutorial classes: 10h] 📅 second term 🗨 French

Module Gestion des Ressources humaines

SOCA-D411 [Introduction à la gestion des ressources humaines](#) | Marie GORANSSON (Coordinator) and Claire Viroux
⌚ 5 credits [lecture: 24h] 📅 first term 🗨 French

SOCA-D412 [Questions d'actualité en gestion des ressources humaines](#) | Lucy VAN HOVE (Coordinator) and Laurence BOOGAERTS
⌚ 5 credits [lecture: 12h, practical work: 24h] 📅 second term 🗨 French

SOCA-D475 [Méthodes de recherches en sciences humaines](#) | Isil ERDINC (Coordinator) and Aline BINGEN
⌚ 10 credits [lecture: 24h, practical work: 12h] 📅 first and second terms 🗨 French

Module Psychologie

PSYC-D402 [Psychologie du travail et des entreprises](#) | Michel SYLIN (Coordinator)
⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French

Cours optionnels

A total of five credits chosen from the following

DROI-C681 (optional) [Droit du bien-être au travail](#) | Vanessa DE GREEF (Coordinator)
⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French

ECON-D438 (optional)	Economie du travail Maria JEPSEN (Coordinator) ⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French
GEST-S429 (optional)	Relations collectives du travail Ilan TOJEROW (Coordinator) and Nesrine EL IMAYEM ⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French
POLI-D302 (optional)	Politique économique Benoît BAYENET (Coordinator) ⌚ 5 credits [lecture: 36h] 📅 second term 🗨 French
POLI-S426 (optional)	Economie politique des revenus et des inégalités en Europe et dans le monde Jean Luc DE MEULEMEESTER (Coordinator) ⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French
PSYC-D404 (optional)	Psychologie interculturelle du travail Laurent LICATA (Coordinator) ⌚ 5 credits [lecture: 24h] 📅 first term 🗨 French
PSYC-D405 (optional)	Psychologie ergonomique Cécile VAN DE LEEMPUT (Coordinator) ⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French
PSYC-E202 (optional)	Psychologie sociale II Laurent LICATA (Coordinator) ⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French
PSYC-E3044 (optional)	Psychologie de l'orientation Caroline CLOSON (Coordinator) ⌚ 5 credits [lecture: 36h] 📅 first term 🗨 French
SOCA-D405 (optional)	Droit belge de la fonction publique à l'aune du droit européen Frédéric GOSSELIN (Coordinator) ⌚ 5 credits [lecture: 24h] 📅 first term 🗨 French
SOCA-D406 (optional)	Sociologie politique du syndicalisme Isil ERDINC (Coordinator) ⌚ 5 credits [lecture: 24h] 📅 first term 🗨 French
SOCA-D4999 (optional)	Anthropologie du travail Olivia Ange (Coordinator) and Giulia Mensitieri ⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French

Master in Human Resources Management

Focus Professional

Bloc 2 | M-GRHUS | MA-GRHU

Tronc commun

Module Droit

DROI-C4027 **Droit de la sécurité sociale** | France LAMBINET (Coordinator) and Daniel DUMONT
⌚ 5 credits [lecture: 24h] 📅 first term 🗨 French

Module Gestion des Ressources Humaines

SOCA-D510 **Gestion des salaires et rémunérations** | SOUAD MELLOUKI (Coordinator)
⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French

SOCA-D512 **Pratique de la formation, du conseil et de l'intervention** | Michel VERSTRAETEN (Coordinator)
⌚ 5 credits [tutorial classes: 24h] 📅 first term 🗨 French

Module Mission

SOCA-D509 **Mission de consultance en gestion des ressources humaines** | Marie GORANSSON (Coordinator) and Aurélie Tibbaut
⌚ 20 credits [lecture: 24h] 📅 first term 🗨 French

Module Mémoire

MEMO-D503 **Mémoire**
⌚ 20 credits 📅 first and second terms 🗨 French

Cours optionnels

5 to 25 credits chosen from the following

DROI-C681 **Droit du bien-être au travail** | Vanessa DE GREEF (Coordinator)
(optional) ⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French

ECON-D438 **Economie du travail** | Maria JEPSEN (Coordinator)
(optional) ⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French

GEST-S429 **Relations collectives du travail** | Ilan TOJEROW (Coordinator) and Nesrine EL IMAYEM
(optional) ⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French

POLI-D302 **Politique économique** | Benoît BAYENET (Coordinator)
(optional) ⌚ 5 credits [lecture: 36h] 📅 second term 🗨 French

POLI-S426 **Economie politique des revenus et des inégalités en Europe et dans le monde** | Jean Luc DE MEULEMEESTER (Coordinator)
(optional) ⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French

PSYC-D404 **Psychologie interculturelle du travail** | Laurent LICATA (Coordinator)
(optional) ⌚ 5 credits [lecture: 24h] 📅 first term 🗨 French

PSYC-D405 **Psychologie ergonomique** | Cécile VAN DE LEEMPUT (Coordinator)
(optional) ⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French

PSYC-E202 **Psychologie sociale II** | Laurent LICATA (Coordinator)
(optional) ⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French

PSYC-E3044
(optional)

[Psychologie de l'orientation](#) | Caroline CLOSON (Coordinator)

⌚ 5 credits [lecture: 36h] 📅 first term 🗨 French

SOCA-D405
(optional)

[Droit belge de la fonction publique à l'aune du droit européen](#) | Frédéric GOSSELIN (Coordinator)

⌚ 5 credits [lecture: 24h] 📅 first term 🗨 French

SOCA-D406
(optional)

[Sociologie politique du syndicalisme](#) | Isil ERDINC (Coordinator)

⌚ 5 credits [lecture: 24h] 📅 first term 🗨 French

SOCA-D4999
(optional)

[Anthropologie du travail](#) | Olivia Ange (Coordinator) and Giulia Mensitieri

⌚ 5 credits [lecture: 24h] 📅 second term 🗨 French

SOCA-D500
(optional)

[Racismes et antiracismes](#) | Abdellali HAJJAT (Coordinator)

⌚ 5 credits [lecture: 24h] 📅 first term 🗨 French