

**Block view of the study programme**

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**Block 1**

**Compulsory courses**

SOCI0769-1	<i>Socio-legal aspects of collective labour relations</i> - Ariane FRY	Q1	30	-	-	4
SOCI0060-1	<i>Sociology of organized action</i> - Christophe DUBOIS - [15h Lect.]	Q2	30	-	[+]	5
SEMI0731-1	<i>Research support seminar</i> - Julie GÉRARD, Monia MASSARO, Lisa PELSSERS, Manoée THIRY	TA	30	15	-	5
GEST3752-1	<i>Change Management</i> (english language) - Olivier LISEIN	Q1	30	10	-	5
PSYC1099-1	<i>Psychology of Well-Being at Work</i> - Isabelle HANSEZ	Q1	30	-	-	5
"Applied HRM techniques" module						
GRHO0043-1	<i>Reporting RH (metrics &amp; analytics)</i> - Fabrice DE ZANET	Q2	15	-	-	3
GRHO0033-1	<i>HR information systems</i> - Didier KORTHOUDT	Q2	15	-	-	3

**Optional courses**

Choose 4 credits of language courses from the list below:

LANG0913-4	<i>English - module 1</i> (english language) - <i>Reading scientific texts</i> - Frédéric DEPAS - <i>Additional reading in HRM</i> - Frédéric DEPAS	Q1		10	20	-	4
LANG0914-4	<i>English - Module 2: Listening comprehension, taking notes and lectures</i> (english language) - <i>Listening comprehension, taking notes and lectures</i> - Kevin HEYERES, Estelle OGER - <i>Additional lecture(s) in anthropology in HRM</i> - Kevin HEYERES	Q1		10	20	-	4
LANG0918-1	<i>English - Module 3 - Seminar of English used in Human Resource Management</i> (english language) - Nathalie SCHRAEPEN	Q2	30	-	-	4	
LANG1925-1	<i>German 4</i> (german language) - Marie MAWHIN	Q2	30	-	-	4	
LANG1926-1	<i>Advanced German 4</i> (german language) - Laurent GIANOTTI	Q2	30	-	-	4	
LANG1927-1	<i>Spanish 4</i> (spanish language) - Alba BALLESTA MARTÍNEZ	Q2	30	-	-	4	
LANG1928-1	<i>Advanced Spanish 4</i> (spanish language) - Alexis ALVAREZ BARBOSA	Q2	30	-	-	4	
LANG1932-1	<i>Dutch 4</i> (dutch language) - Wannes DUPONCHEEL, Nicole ENGELEN	Q2	30	-	-	4	
LANG3995-1	<i>Dutch (Level A)</i> (dutch language) - Isabelle VAN DEN HOVE	TA	45	-	-	4	
LANG0916-1	<i>German level 1</i> (german language) - Françoise CARL	Q2	45	-	-	4	
LANG0917-1	<i>Spanish level 1</i> (spanish language) - Valérie COYETTE	Q2	45	-	-	4	

Choisir des cours pour un total de 8 crédits dans la liste ci-dessous :

GRHO0001-4	<i>Strategic Human Resources Management</i> - François PICHAULT <i>Notice</i> : this course is the prerequisite of "Human resources management : in-depth concepts" (GRHO0005-2). Students who have not attended GRHO0001-4 beforehand have to attend it instead of GRHO0005-2.	Q1	45	-	-	4
PSYC1022-1	<i>Ergonomic psychology</i> - AnneSophie NYSSSEN - Suppl : Pierre BERASTEGUI	Q2	25	5	-	4
SOCI0760-1	<i>Complex approaches to mediation and intermediation</i> - Julie GÉRARD	Q1	24	-	-	4
GRHO0035-1	<i>HRM, globalisation and innovation</i> - Annie CORNET	Q2	24	-	-	4
SOCI2257-1	<i>Sociological analysis of social policies</i> - Nicolas JACQUET, Didier VRANCKEN	Q1	30	-	-	2

**Corequisite :**

SOCI2258-1 - Analyse sociologique des politiques d'intervention sociale

SOCI2258-1 *Sociological analysis of social intervention policies* - Laura BEUKER, Didier VRANCKEN Q2 30 - - 2

**Corequisite :**

SOCI2257-1 - Analyse sociologique des politiques sociales

GRHO0046-1 *Digitalisation and labour markets (english language)* - Grégory JEMINE Q2 30 - - 4

GRHO0014-4 *International Seminar on Strategic HRM (industry visits abroad) (english language)* - Wouter VLEUGELS Q2 30 - - 4

[...] or maximum 4 credits (B1) from the courses offered in the ULiege study programmes (providing the teacher and the jury for the master in human resources management approve)

**Single focus :**

**Professional focus in HR policy and management**

GRHO0006-2 *Strategic challenges of skills and training management* - Grégory JEMINE Q1 30 - - 4

GEST1116-1 *Leadership (english language)* - Michaël PARMENTIER Q2 18 - - 3

SOCI0753-1 *Sociology of employment and unemployment* - JeanFrançois ORIANNE Q2 45 - - 5

SOCI0093-2 *Critique of political economy and management, Theory* - Bruno FRÈRE Q1 30 - - 3

GRHO0031-3 *Recruitment interview practices* - Sabine HAUSER Q2 15 - - 3

**Block 2**

**Compulsory courses**

HMEM0005-1 *Final thesis* - COLLÉGIALITÉ, Christophe DUBOIS TA - - - 16

**Corequisite :**

SEMI0001-1 - Séminaire d'accompagnement méthodologique  
HSTG0024-1 - Stage et rapport de stage

HSTG0024-1 *Internship and internship report* - COLLÉGIALITÉ, Julie GÉRARD Q2 - - - 9

**Corequisite :**

HMEM0005-1 - Mémoire  
SEMI0001-1 - Séminaire d'accompagnement méthodologique

SEMI0001-1 *Methodological support seminar* - Benjamin DELGOFFE, Julie GÉRARD, Monia MASSARO - [24h SEM] TA - - [+] 3

**Corequisite :**

HMEM0005-1 - Mémoire

"Applied HRM techniques" module

GRHO0044-1 *Payroll management* - Bénédicte COLLIN, JeanNoël HENRARD Q1 15 - - 3

**Optional courses**

Choose one of the following courses :

GRHO0005-2 *Human resources management : in-depth concepts* - Grégory JEMINE, François PICHAULT Q2 30 - - 5

**Prerequisite :**

GRHO0001-4 - Gestion stratégique des ressources humaines

*Notice* : this course is the continuation of the course "Strategic Human Resources Management".

Students who have not attended the prerequisite will have to attend the course GRHO0001-4 instead of the course GRHO0005-2.

GRHO0001-4 *Strategic Human Resources Management* - François PICHAULT Q1 45 - - 5

Choose 4 credits of language courses from the list below:

LANG0913-4	<i>English - module 1</i> (english language) - <i>Reading scientific texts</i> - Frédéric DEPAS - <i>Additional reading in HRM</i> - Frédéric DEPAS	Q1	10	20	-	-	4
LANG0914-4	<i>English - Module 2: Listening comprehension, taking notes and lectures</i> (english language) - <i>Listening comprehension, taking notes and lectures</i> - Kevin HEYERES, Estelle OGER - <i>Additional lecture(s) in anthropology in HRM</i> - Kevin HEYERES	Q1	10	20	-	-	4
LANG0918-1	<i>English - Module 3 - Seminar of English used in Human Resource Management</i> (english language) - Nathalie SCHRAEPEN	Q2	30	-	-	-	4
LANG1938-1	<i>German 5</i> (german language) - Marie MAWHIN	Q1	30	-	-	-	4
LANG1939-1	<i>Advanced German 5</i> (german language) - Laurent GIANOTTI	Q1	30	-	-	-	4
LANG1940-1	<i>Spanish 5</i> (spanish language) - Cristina ALONSO MARTIN	Q1	30	-	-	-	4
LANG1941-1	<i>Advanced Spanish 5</i> (spanish language) - Alba BALLESTA MARTÍNEZ	Q1	30	-	-	-	4
LANG1950-1	<i>Dutch 5</i> (dutch language) - Wannes DUPONCHEEL, Nicole ENGELEN	Q1	30	-	-	-	4
LANG3996-1	<i>Dutch (Level B)</i> (dutch language) - Fanny NOVAKOVIC	TA	45	-	-	-	4
LANG2916-1	<i>German level 2</i> (german language) - Françoise CARL	Q1	45	-	-	-	4
LANG2917-1	<i>Spanish level 2</i> (spanish language) - Valérie COYETTE <b>Prerequisite :</b> LANG0917-1 - Espagnol niveau 1	Q1	45	-	-	-	4

Choisir des cours pour un total de 8 crédits dans la liste ci-dessous :

GRHO0011-5	<i>New forms of employment and organisation</i> - François PICHAULT	Q1	24	-	-	-	4
GEST3161-1	(pas organisé en 2023-2024) <i>Communication and projects management</i>	Q1	30	-	-	-	4
SOCI0760-1	<i>Complex approaches to mediation and intermediation</i> - Julie GÉRARD	Q1	24	-	-	-	4
SOCI0090-1	<i>Actor-network sociology</i> - François MELARD	Q1	30	-	-	-	4
SOCI0765-1	<i>Welfare, labour and migration</i> (english language) - JeanMichel LAFLEUR - Suppl : Angeliki KONSTANTINIDOU	Q1	30	-	-	-	4
GRHO0047-1	<i>Societal Issues and Sustainability Concerns in HRM</i> (english language) - Wouter VLEUGELS	Q1	30	-	-	-	4

[...] or maximum 4 credits (B2) from the courses offered in the ULiege study programmes (providing the teacher and the jury for the master in human resources management approve)

#### Single focus :

##### Professional focus in HR policy and management

GRHO0013-3	<i>Diversity management and professional equality</i> - Annie CORNET	Q1	30	-	-	-	4
GRHO0045-1	<i>Social dialogue and collective negotiation</i> - Grégory JEMINE "Applied HRM techniques" module	Q1	30	-	-	-	4
DROI1254-1	<i>Occupational health law</i> - Quentin DETIENNE	Q1	15	-	-	-	4

#### Bloc d'aménagement du programme de l'année

### Additional ECTS Master in human resource management (120 ECTS)

#### Optional courses

Choose up to 60 credits of courses from the list below:

*Notice* : the choice will be made by the President of the jury according to the student's background

SOCI0154-1	<i>Introduction to sociology</i> - JeanFrançois ORIANNE	Q2	15	-	-	<b>3</b>
METO0820-2	<i>Initiation to Social Science Methodology</i> - <i>Theory</i> - Nicolas JACQUET, Didier VRANCKEN - <i>Pratice</i> - Nicolas JACQUET, Didier VRANCKEN	Q2	30	-	15	<b>5</b>
SOCI9007-2	<i>Evolution of sociological thought, Classical sociology</i> - Bruno FRÈRE	Q1	30	-	-	<b>5</b>
SOCI9007-3	<i>Evolution of sociological thought, Contemporary sociology</i> - Mona CLARO, Maryline ELKHOURY	Q1	30	-	-	<b>5</b>
SOCI9005-1	<i>Introduction to the sociology of organizations</i> - Charline JAMAR, Frédéric SCHOENAERS - [15h Lect.]	Q1	30	-	[+]	<b>5</b>
GEST1115-1	<i>Introduction to organization analysis</i> - Wouter VLEUGELS - [10h SEM]	Q1	30	-	[+]	<b>5</b>
METO1016-1	<i>Qualitative research methods</i> - Christophe LEJEUNE	Q2	40	15	-	<b>5</b>
PSYC0022-2	<i>Work and organisations psychology, part 1</i> - <i>theory</i> - Isabelle HANSEZ - <i>Thematic texts</i> - Isabelle HANSEZ	Q2	30	-	-	<b>5</b>
METO1015-1	<i>Scientific approaches and investigation</i> - <i>Initiation à l'esprit critique, Theory</i> - Yaël NAZÉ - <i>Initiation à l'esprit critique, SHS practice</i> - Yaël NAZÉ - <i>Méthodologie de l'enquête</i> - Sébastien FONTAINE	Q2	10	-	-	<b>5</b>
GRHO0001-4	<i>Strategic Human Resources Management</i> - François PICHault	Q1	45	-	-	<b>5</b>
GRHO0023-1	<i>Sociology of organizations and markets</i> - Christophe DUBOIS	Q1	30	-	-	<b>5</b>
DROI0083-1	<i>Social Law</i> - Quentin DETIENNE, Fabienne KÉFER - Suppl : Renaud LINGUELET	Q2	30	-	-	<b>5</b>
GEST0029-1	<i>General Corporate Accounting (Night classes)</i> - Anne BILS	Q2	30	15	-	<b>5</b>

**Choose 1 language course from:**

*Notice* : according to the results obtained in the knowledge test taken at the beginning of the year

LANG4018-1	<i>Basic English for the human and social sciences (english language)</i> - Sébastien SCHOENMAECKERS	TA	60	-	-	<b>5</b>
LANG0001-2	<i>English level 1 (english language)</i> - Pierre GERON, Kevin HEYERES, Céline LEROY, Giulia MASCOLI, Estelle OGER, Mercyline Rayola ORODO	TA	60	30	-	<b>5</b>
LANG0003-2	<i>English level 2 (english language)</i> - Frédéric DEPAS, Victoria PURCHON	TA	60	30	-	<b>5</b>
LANG6006-1	<i>English - level 3 (english language)</i> - Frédéric DEPAS, Emma DESFORGES, Victoria PURCHON	TA	60	30	-	<b>5</b>

[...] or any other course from ULiège at the choice of the President of the jury

**Optional free course**

HREM0002-1	<i>Introduction to IT and office software</i> - Sébastien FONTAINE	Q2	-	20	-	-
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*Notice* : a self-assessment test, held at the beginning of the year, will help guide students in their choice of useful modules