

Access conditions to the Master ([http://www.ulg.ac.be/cms/c\\_45670/master-en-gestion-des-ressources-humaines](http://www.ulg.ac.be/cms/c_45670/master-en-gestion-des-ressources-humaines))

## First Year

### Compulsory courses

Students who have not previously followed a course in general accounting will be required to follow the GEST0104-1 course : *General Accounting of Care Companies and Institutions*. The number of credits of optional courses will then be reduced of 3 credits.

DROI0928-1	<i>Social law applied to human resources management and to industrial relations</i> - Joël HUBIN	30	-	-	3
SOCI0060-1	<i>Sociology of organized action</i> - Frédéric SCHOENAERS	45	-	-	6
SOCI0033-1	<i>Sociology of work and employment</i> - Jean-François ORIANNE	60	-	-	6
PSYC1019-1	<i>Group Dynamics</i> - Tiber MANFREDINI	30	-	-	3
STAT0806-1	<i>Multivariate methods applied to statistical data in criminology and social science, First Part : SAS programming</i> - Henri BORN	20	-	-	3
GRHO0008-5	<i>Managing senior staff and teams in an international context</i> - Jocelyne ROBERT	30	-	-	3
GRHO0002-1	<i>Operational management of human resources</i> - Jean-Pierre VOOS	30	-	-	6
SOCI0008-1	<i>Research support seminar</i> - David DELVAUX - [20h SEM]	-	-	[+]	3
HSTG0005-1	<i>Training</i>	-	-	-	12

### Optional courses

Choose courses totalling 15 ECTS out of the following :

PSYC0042-1	<i>Interview techniques in maintaining social psychology</i> - Isabelle GRUSLIN, Jean-François LEROY	15	15	-	3
GRHO0013-3	<i>Managing diversity</i> - Annie CORNET - Suppl : Christophe CUSUMANO	30	-	-	3
STAT0162-1	<i>Statistical analysis of qualitative and quantitative data in social sciences</i> - Philippe LAMBERT	30	15	-	6
SPOL2203-1	<i>Public Service law</i> - Ann-Lawrence DURVIAUX (Odd years)	45	-	-	9
PSYC1022-1	<i>Ergonomics</i> - Anne-Sophie NYSSSEN, Pierre SOMVILLE	30	-	-	3
GEST2021-1	<i>Seminar preparing to become a manager</i> - Jocelyne ROBERT	12	-	-	3
PSYC1099-1	<i>Psychology of Well-Being at Work</i> - Isabelle HANSEZ	30	-	-	3
SOCI0717-2	<i>Sociology of public action</i> - Jean-François ORIANNE - [30h SEM]	-	-	[+]	6
GRHO0011-1	<i>Corporate strategies and new organizational forms</i> - François PICHAULT	24	-	-	6
GEST0379-1	<i>Social entrepreneurship</i> - Sybille MERTENS DE WILMARS	30	-	-	6
PEDA0059-1	<i>Analysis of the contexts surrounding adult training</i> - Daniel FAULX	30	-	-	3
GRHO0003-4	<i>Managing change</i> - François PICHAULT	30	-	-	3
PSYC1044-1	<i>Practical questions of group dynamics</i> - Tiber MANFREDINI	-	30	-	3
GRHO0006-2	<i>Strategic challenges of skills and training management</i> - Jean-Marie DUJARDIN	30	-	-	3
DROI1215-1	<i>Introduction to commercial law</i> - Nicolas THIRION	30	-	-	3
GRHO0014-4	<i>International Seminar on Strategic HRM (english language)</i> - François PICHAULT	30	-	-	3
LANG0913-1	<i>English - Module 1 : Reading of scientific texts (english language)</i> - Frédéric DEPAS	30	-	-	3
LANG0914-1	<i>English - Module 2 : Listening comprehension, taking notes and lectures (english language)</i> - Emma DESFORGES	30	-	-	3
LANG0915-1	<i>Dutch level 1 (dutch language)</i> - Liliane GEHLEN	45	-	-	3
LANG0916-1	<i>Dutch level 1 (german language)</i> - Julien STEVENS	45	-	-	3
LANG0917-1	<i>Spanish level 1 (spanish language)</i> - Adeline STRUVAY	45	-	-	3

## Second year

### Compulsory courses

STAT0806-3	<i>Multivariate methods applied to statistical data in criminology and social science, Second Part : Mutivariate methods and SAS programming</i> - Henri BORN	30	-	-	6
GRHO0005-2	<i>Human resources management : in-depth concepts</i> - François PICHAULT	30	-	-	6
Students who have not followed the prerequisites for this course will be required to follow the <i>Human Resource Management and Industrial Relations</i> course to replace the GRHO0005-1 course					
DROI1254-1	<i>Complement to social law : labour regulations</i> - Joël HUBIN	15	-	-	3
HMEM0005-1	<i>Final thesis</i> - N...	-	-	-	15

### Professional Focus

### Compulsory courses

GRHO0012-1	<i>Labor market, recruitment and selection</i> - Jean-Pierre VOOS	24	-	-	<b>3</b>
	<i>Notice</i> : Provisionally, students who have taken the "Labor market, recruitment and selection" course will be required to take 1 course of 3 credits from the list of optional courses.				
PSYC0045-1	<i>Psychology of mediation</i> - Jean-François LEROY	30	-	-	<b>3</b>
GEST1070-1	<i>Issues in Human Resources Management</i> - Frédéric SCHOENAERS	30	-	-	<b>3</b>
HSTG0007-1	<i>Placement</i>	-	-	-	<b>9</b>

### Optional courses

Choose courses totalling 12 ECTS from the following :

SOCI0153-1	<i>Research and Social Actions</i> - Didier VRANCKEN - Suppl : Rachel BRAHY	45	15	-	<b>6</b>
GEST1073-1	(pas organisé en 2011-2012) <i>Case study in Public Management</i> - Frédéric SCHOENAERS	30	-	-	<b>3</b>
GRHO0014-4	<i>International Seminar on Strategic HRM</i> (english language) - François PICHault	30	-	-	<b>3</b>
PSYC0042-1	<i>Interview techniques in maintaining social psychology</i> - Isabelle GRUSLIN, Jean-François LEROY	15	15	-	<b>3</b>
GRHO0013-3	<i>Managing diversity</i> - Annie CORNET - Suppl : Christophe CUSUMANO	30	-	-	<b>3</b>
STAT0162-1	<i>Statistical analysis of qualitative and quantitative data in social sciences</i> - Philippe LAMBERT	30	15	-	<b>6</b>
SPOL2203-1	<i>Public Service law</i> - Ann-Lawrence DURVIAUX (Odd years)	45	-	-	<b>9</b>
PSYC1022-1	<i>Ergonomics</i> - Anne-Sophie NYSSSEN, Pierre SOMVILLE	30	-	-	<b>3</b>
GEST2021-1	<i>Seminar preparing to become a manager</i> - Jocelyne ROBERT	12	-	-	<b>3</b>
PSYC1099-1	<i>Psychology of Well-Being at Work</i> - Isabelle HANSEZ	30	-	-	<b>3</b>
SOCI0717-2	<i>Sociology of public action</i> - Jean-François ORIANNE - [30h SEM]	-	-	[+]	<b>6</b>
GRHO0011-1	<i>Corporate strategies and new organizational forms</i> - François PICHault	24	-	-	<b>6</b>
GEST0379-1	<i>Social entrepreneurship</i> - Sybille MERTENS DE WILMARS	30	-	-	<b>6</b>
PEDA0059-1	<i>Analysis of the contexts surrounding adult training</i> - Daniel FAULX	30	-	-	<b>3</b>
GRHO0024-1	<i>Organizational diagnosis seminar</i> - Christophe DUBOIS, Didier VRANCKEN	30	-	-	<b>3</b>
LANG0918-1	<i>English - Module 3 - Seminar of English used in the human resources management</i> - Emma DESFORGES	30	-	-	<b>3</b>
LANG2915-1	<i>Dutch level 2</i> (dutch language) - Fanny NOVAKOVIC	45	-	-	<b>3</b>
LANG2916-1	<i>German level 2</i> (german language) - Julien STEVENS	45	-	-	<b>3</b>
LANG2917-1	<i>Spanish level 2</i> (spanish language) - Adeline STRUVAY	45	-	-	<b>3</b>

### Optional free courses

GRHO0022-1	<i>Seminar to prepare the final thesis</i> - David DELVAUX	-	-	-	<b>1</b>
------------	--	---	---	---	----------