

**Cycle view of the study programme**

		Bl	Or	Th	Pr	Au	Cr
<b>Compulsory courses (B1 : 44Cr, B2 : 19Cr)</b>							
DROI0928-1	<i>Social law applied to human resources management and professional relationship</i> - Joël HUBIN	B1	Q1	30	-	-	5
SOCI0060-1	<i>Sociology of organized action</i> - Frédéric SCHOENAERS, Sophie THUNUS	B1	Q1	45	-	-	5
SOCI0753-1	<i>Sociology of employment and unemployment</i> - JeanFrançois ORIANNE	B1	Q2	45	-	-	5
GRHO0008-5	<i>Managing senior staff and teams in an international context</i> - Jocelyne ROBERT	B1	Q2	30	-	-	3
SEMI0723-1	<i>Support seminar on research and preparation for work placement - Part I: preparation for work placement</i> - Sabine HAUSER - [10h SEM] <b>Corequisite :</b> SEMI0724-1 - Séminaire d'accompagnement à la recherche et de préparation au stage - partim 2 : préparation au mémoire	B1	Q1	-	-	[+]	1
SEMI0724-1	<i>Seminar accompanying the research and the preparation for the internship - part 2: preparation for the final thesis</i> - Christophe DUBOIS, Julie GÉRARD - [10h SEM] <b>Corequisite :</b> SEMI0723-1 - Séminaire d'accompagnement à la recherche et de préparation au stage - partim 1 : préparation au stage	B1	Q2	-	-	[+]	2
GEST3752-1	<i>Change Management (english language)</i> - Olivier LISEIN	B1	Q1	30	-	-	5
GEST3779-1	<i>Seminar to prepare for the role of manager</i> - Jocelyne ROBERT	B1	Q1	12	-	-	5
GRHO0006-2	<i>Strategic challenges of skills and training management</i> - JeanMarie DUJARDIN	B1	Q2	30	-	-	3
PSYC1099-1	<i>Psychology of Well-Being at Work</i> - Isabelle HANSEZ	B1	Q1	30	-	-	3
GEST3061-1	<i>Skills workshops</i> - David HOMBURG	B1	Q1	-	-	-	2
GRHO0031-1	<i>Applied techniques of HRM</i> - <i>Job interview practice</i> - Emmanuelle CASATI - <i>Organization, HRM and ICNT</i> - Jacques FOLON	B1	Q1				5
GEST1070-1	<i>Sociological approach of management and HRM (english language)</i> - Christophe DUBOIS, Grégory JEMINE, Frédéric SCHOENAERS	B2	Q1	30	-	-	3
HMEM0005-1	<i>Final thesis</i> - Christophe DUBOIS <b>Prerequisite :</b> SEMI0724-1 - Séminaire d'accompagnement à la recherche et de préparation au stage - partim 2 : préparation au mémoire <b>Corequisite :</b> HSTG0018-1 - Stage (y compris un séminaire d'aide au stage et au mémoire)	B2	TA	-	-	-	16

**Optional courses (B1 : 16Cr, B2 : 41Cr)**

Choose courses totalling 27 ECTS amongst : (B1 : 16Cr, B2 : 11Cr)

**Choose at least two language courses from the courses list below :**

*Notice :* students must follow a minimum of two language courses, with a total maximum of 12 credits in language courses throughout their Masters cycle.

*Notice :* As a transitional measure in 2018-2019, students who passed the language courses (10 credits) in 2017-2018 are allowed to take one more language course (or two if they are corequisites) and thus exceed the maximum of 12 credits.

LANG0914-1	<i>Anglais - module 2 : Compréhension à l'audition, prise de notes et conférences (english language)</i> - Kevin HEYERES, Estelle OGER	-	Q2	10	20	-	3
LANG0918-1	<i>English - Module 3 - Seminar of English used in the human resources management</i> - ISLV, Nathalie SCHRAEPEN	-	Q2	30	-	-	3
LANG0913-1	<i>Anglais - module 1 : Lecture de textes scientifiques (english)</i>	-	Q1	10	20	-	3

	language) - Frédéric DEPAS, ISLV								
LANG1925-1	<i>German 4</i> - Marie MAWHIN	B1	Q2	30	-	-	-	-	3
LANG1926-1	<i>Advanced German 4</i> - Laurent GIANOTTI	B1	Q2	30	-	-	-	-	3
LANG1927-1	<i>Spanish 4</i> - Valérie COYETTE, Véronique PEIFFER	B1	Q2	30	-	-	-	-	3
LANG1928-1	<i>Advanced Spanish 4</i> (spanish language) - Nicole GRUTMAN	B1	Q2	30	-	-	-	-	3
LANG1931-1	<i>Dutch 4</i> - Nicole ENGELEN	B1	Q2	30	-	-	-	-	3
LANG1932-1	<i>Advanced Dutch 4</i> - Lutgarde NACHTERGAELE	B1	Q2	30	-	-	-	-	3
LANG2994-1	<i>Dutch part 1 (level A)</i> (dutch language) - Liliane GEHLEN, ISLV <b>Corequisite :</b> LANG2995-1 - Néerlandais partim 2 (Niveau A)	B1	Q1	22,5	-	-	-	-	2
LANG2995-1	<i>dutch part 2 (level A)</i> (dutch language) - Liliane GEHLEN, ISLV <b>Corequisite :</b> LANG2994-1 - Néerlandais partim 1 (Niveau A)	B1	Q2	22,5	-	-	-	-	3
LANG0916-1	<i>Dutch level 1</i> (german language) - Julien STEVENS	B1	Q2	45	-	-	-	-	5
LANG0917-1	<i>Spanish level 1</i> (spanish language) - Valérie COYETTE	B1	Q2	45	-	-	-	-	5
LANG1938-1	<i>German 5</i> - Marie MAWHIN	B2	Q1	30	-	-	-	-	3
LANG1939-1	<i>Advanced German 5</i> - Laurent GIANOTTI	B2	Q1	30	-	-	-	-	3
LANG1940-1	<i>Spanish 5</i> (spanish language) - Valérie COYETTE	B2	Q1	30	-	-	-	-	3
LANG1941-1	<i>Advanced Spanish 5</i> - Véronique PEIFFER	B2	Q1	30	-	-	-	-	3
LANG1944-1	<i>Dutch 5</i> (dutch language) - Nicole ENGELEN	B2	Q1	30	-	-	-	-	3
LANG1950-1	<i>Advanced Dutch 5</i> - Lutgarde NACHTERGAELE	B2	Q1	30	-	-	-	-	3
LANG2996-1	<i>Dutch part 1 (level B)</i> (dutch language) - ISLV, Fanny NOVAKOVIC, Sarah PILATE <b>Corequisite :</b> LANG2997-1 - Néerlandais partim 2 (Niveau B)	B2	Q1	22,5	-	-	-	-	2
LANG2997-1	<i>Dutch part 2 (level B)</i> (dutch language) - ISLV, Fanny NOVAKOVIC <b>Corequisite :</b> LANG2996-1 - Néerlandais partim 1(Niveau B)	B2	Q2	22,5	-	-	-	-	3
LANG2916-1	<i>German level 2</i> (german language) - Julien STEVENS	B2	Q2	45	-	-	-	-	5
LANG2917-1	<i>Spanish level 2</i> (spanish language) - Valérie COYETTE <b>Prerequisite :</b> LANG0917-1 - Espagnol niveau 1	B2	Q1	45	-	-	-	-	5
LANG3008-1	<i>Dutch (Level D-II)</i> - Claudine COLIN	B2	Q2	30	-	-	-	-	3
LANG2978-1	<i>Dutch for engineer, part 2</i> - Claudine COLIN	B2	Q2	24	-	-	-	-	3
LANG2979-1	<i>German for engineers, part 2</i> - Françoise CARL, ISLV	B2	Q2	24	-	-	-	-	3
<b>Complete its choice from the list below :</b>									
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.	B1	Q1	45	-	-	-	-	5
GRHO0013-3	<i>Diversity management and professional equality</i> - Annie CORNET	-	Q2	30	-	-	-	-	3
PSYC1022-1	<i>Ergonomic psychology</i> - AnneSophie NYSSSEN, Pierre SOMVILLE - Suppl : Christelle CASSE	-	Q2	25	5	-	-	-	3
GRHO0011-5	<i>Corporate strategies and new organizational forms</i> - Frédéric NAEDENOEN	-	Q2	24	-	-	-	-	5
GRHO0014-4	<i>International Seminar on Strategic HRM (industry visits abroad)</i>	-	Q2	30	-	-	-	-	5

(english language) - François PICHAULT (Even years)

SOCI2257-1	<i>Sociological analysis of social policies</i> - Didier VRANCKEN - Suppl : Rachel BRAHY, Nicolas JACQUET <b>Corequisite :</b> SOCI2258-1 - Analyse sociologique des politiques d'intervention sociale	B1	Q1	30	-	-	<b>3</b>
SOCI2258-1	<i>Sociological analysis of social intervention policies</i> - Didier VRANCKEN - Suppl : Laura BEUKER, Julie GÉRARD, Nicolas JACQUET <b>Corequisite :</b> SOCI2257-1 - Analyse sociologique des politiques sociales	B1	Q2	30	-	-	<b>2</b>
GEST3161-1	<i>Communication and projects management</i> - Sabine HAINE, Jocelyne ROBERT	-	Q2	30	-	-	<b>5</b>
GEST3761-1	<i>Business Ethics</i> (english language) - Virginie XHAUFLAIR	B2	Q2	18	-	-	<b>3</b>
GEST3754-1	<i>Entrepreneurship and Innovation</i> (english language) - Frédéric OOMS, Bernard SURLEMONT	B1	Q1	18	-	-	<b>3</b>
GEST3762-1	<i>Digital Business</i> (english language) - André BLAVIER	B2	Q2	18	-	-	<b>3</b>
[...]	Either a maximum of five credits from the courses offered in the ULiège course programme (with the agreement of the teacher and the Masters Jury on human resource management)						
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#### Single focus : (B2 : 1Nbr)

#### Professional focus on "Implementing strategic human resources management" (B2 : 30Cr)

DROI1254-1	<i>Complement of social law : practical cases</i> - Joël HUBIN <b>Prerequisite :</b> DROI0928-1 - Droit social appliqué à la gestion des ressources humaines et aux relations professionnelles	B2	Q2	15	-	-	<b>3</b>
GRHO0033-1	<i>HR information systems</i> - Didier KORTHOUDT	B2	Q2	15	-	-	<b>3</b>
GRHO0035-1	<i>HRM, globalisation and innovation</i> - Annie CORNET	B2	Q2	24	-	-	<b>4</b>
GEST3780-1	<i>Integration and reflectivity</i> - Jocelyne ROBERT	B2	Q2	18	-	-	<b>3</b>
HSTG0018-1	<i>Internship (including an aid seminar for the internship and the final thesis)</i> - Christophe DUBOIS, Julie GÉRARD <b>Prerequisite :</b> SEMI0723-1 - Séminaire d'accompagnement à la recherche et de préparation au stage - partim 1 : préparation au stage <b>Corequisite :</b> HMEM0005-1 - Mémoire	B2	Q1	-	-	-	<b>12</b>

Choose one of the following courses : (B2 : 5Cr)

GRHO0005-2	<i>Human resources management : in-depth concepts</i> - François PICHAULT  <i>Notice :</i> 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.	B2	Q2	30	-	-	<b>5</b>
GRHO0001-4	<i>Strategic Human Resources Management</i> - François PICHAULT	B2	Q1	45	-	-	<b>5</b>

### Extra credits Master in Human Resources Management (aimed at graduates in human resources management (c) - international cooperation (c))

#### Compulsory courses (B0 : 14Cr)

SOCI1001-1	<i>Research seminar in a professional situation</i> - Coralie DARCIS, Jessica JOIRIS - [60h SEM]	B0	TA	-	-	[+]	<b>6</b>
GRHO0001-4	<i>Strategic Human Resources Management</i> - François PICHAULT	B0	Q1	45	-	-	<b>5</b>
GRHO0023-1	<i>Sociology of organizations and markets</i> - Christophe DUBOIS	B0	Q1	30	-	-	<b>3</b>

**Optional courses (B0 : 6Cr)**

Choose courses totalling 7 ECTS from the following : (B0 : 6Cr)

[...] language courses list

**Optional free courses (B0 : 3Cr)**

REME0003-1	<i>Introduction to IT and office software</i> - Sébastien FONTAINE	B0	Q1	-	20	-	<b>3</b>
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*Notice* : Students who fail the level test at the start of the year must follow the REME0003-1 course.

**Extra credits Master in Human Resources Management (aimed at graduates - Social worker (c), - Social affairs advisor (c), - social ecology (c) - assistant in psychology (occupational psychology and career guidance option) (c))**

**Compulsory courses (B0 : 39Cr)**

METO0825-1	<i>Qualitative research methods - principles and techniques</i> - Christophe LEJEUNE <b>Corequisite :</b> METO0826-1 - Méthodes de recherche qualitative - Travaux pratiques	B0	Q1	25	5	-	<b>3</b>
METO0826-1	<i>qualitative research method - Practical work</i> - David HOMBURG, Christophe LEJEUNE <b>Corequisite :</b> METO0825-1 - Méthodes de recherche qualitative - Principes et techniques	B0	Q2	5	45	-	<b>5</b>
DROI0083-1	<i>Social Law</i> - Fabienne KÉFER	B0	Q2	30	-	-	<b>5</b>
GEST1115-1	<i>Introduction to organization analysis</i> - Alexis HAKIZUMUKAMA, Jocelyne ROBERT - [10h SEM]	B0	Q1	30	-	[+]	<b>3</b>
GRHO0001-4	<i>Strategic Human Resources Management</i> - François PICHAULT	B0	Q1	45	-	-	<b>5</b>
SOCI9005-1	<i>Introduction to the sociology of organizations</i> - Frédéric SCHOENAERS - [15h SEM]	B0	Q2	30	-	[+]	<b>6</b>
SOCI0154-1	<i>Introduction to sociology</i> - JeanFrançois ORIANNE	B0	Q2	15	-	-	<b>3</b>
GRHO0023-1	<i>Sociology of organizations and markets</i> - Christophe DUBOIS	B0	Q1	30	-	-	<b>3</b>
PSYC0022-1	<i>Work and Organisations Psychology , Part 1</i> - Isabelle HANSEZ	B0	Q2	30	-	-	<b>3</b>
GEST0029-1	<i>General Corporate Accounting (Night classes)</i> - Anne BILS	B0	Q2	30	15	-	<b>3</b>

**Optional courses (B0 : 6Cr)**

Choose courses totalling 7 ECTS from the following : (B0 : 6Cr)

[...] language courses list

**Optional free courses (B0 : 3Cr)**

REME0003-1	<i>Introduction to IT and office software</i> - Sébastien FONTAINE	B0	Q1	-	20	-	<b>3</b>
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*Notice* : Students who fail the level test at the start of the year must follow the REME0003-1 course.

**Extra credits Master in Human Resources Management (aimed at graduates - communications (c) - communication (c) - foreign trade (c) - accounting (c) -**

**e-Business (c) - Transport management and business logistics (c) - Executive assistant (c), Tourism (c) - Executive medical assistant (c) - bank accounting (c)**

**Compulsory courses (B0 : 39Cr)**

METO0825-1	<i>Qualitative research methods - principles and techniques</i> - Christophe LEJEUNE <b>Corequisite :</b> METO0826-1 - Méthodes de recherche qualitative - Travaux pratiques	B0	Q1	25	5	-	<b>3</b>
METO0826-1	<i>qualitative research method - Practical work</i> - David HOMBURG, Christophe LEJEUNE <b>Corequisite :</b> METO0825-1 - Méthodes de recherche qualitative - Principes et techniques	B0	Q2	5	45	-	<b>5</b>
DROI0083-1	<i>Social Law</i> - Fabienne KÉFER	B0	Q2	30	-	-	<b>5</b>
GEST1115-1	<i>Introduction to organization analysis</i> - Alexis HAKIZUMUKAMA, Jocelyne ROBERT - [10h SEM]	B0	Q1	30	-	[+]	<b>3</b>
GRHO0001-4	<i>Strategic Human Resources Management</i> - François PICHHAULT	B0	Q1	45	-	-	<b>5</b>
SOCI9005-1	<i>Introduction to the sociology of organizations</i> - Frédéric SCHOENAERS - [15h SEM]	B0	Q2	30	-	[+]	<b>6</b>
GRHO0023-1	<i>Sociology of organizations and markets</i> - Christophe DUBOIS	B0	Q1	30	-	-	<b>3</b>
SOCI2244-1	<i>Sociological thought evolution</i> - Bruno FRÈRE	B0	Q1	30	-	-	<b>3</b>
SOCI0053-5	<i>Survey Methodology</i> - Marc JACQUEMAIN	B0	Q2	30	-	-	<b>3</b>
PSYC0022-1	<i>Work and Organisations Psychology , Part 1</i> - Isabelle HANSEZ	B0	Q2	30	-	-	<b>3</b>

**Optional courses (B0 : 6Cr)**

Choose courses totalling 7 ECTS from the following : (B0 : 6Cr)

[...] language courses list

**Optional free courses (B0 : 3Cr)**

REME0003-1	<i>Introduction to IT and office software</i> - Sébastien FONTAINE	B0	Q1	-	20	-	<b>3</b>
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*Notice* : Students who fail the level test at the start of the year must follow the REME0003-1 course.

**Extra credits Master in Human Resources Management (aimed at law graduates (c))**

**Compulsory courses (B0 : 23Cr)**

SOCI1001-1	<i>Research seminar in a professional situation</i> - Coralie DARCIS, Jessica JOIRIS - [60h SEM]	B0	TA	-	-	[+]	<b>6</b>
GRHO0001-4	<i>Strategic Human Resources Management</i> - François PICHHAULT	B0	Q1	45	-	-	<b>5</b>
SOCI0154-1	<i>Introduction to sociology</i> - JeanFrançois ORIANNE	B0	Q2	15	-	-	<b>3</b>
SOCI9005-1	<i>Introduction to the sociology of organizations</i> - Frédéric SCHOENAERS - [15h SEM]	B0	Q2	30	-	[+]	<b>6</b>
GRHO0023-1	<i>Sociology of organizations and markets</i> - Christophe DUBOIS	B0	Q1	30	-	-	<b>3</b>

**Optional courses (B0 : 6Cr)**

Choose courses totalling 7 ECTS from the following : (B0 : 6Cr)

[...] language courses list

**Optional free courses (B0 : 3Cr)**

REME0003-1 *Introduction to IT and office software* - Sébastien FONTAINE B0 Q1 - 20 - 3  
*Notice* : Students who fail the level test at the start of the year must follow the REME0003-1 course.

**Extra credits Master in Human Resources Management (aimed at marketing graduates (c))**

**Compulsory courses (B0 : 17Cr)**

METO0825-1 *Qualitative research methods - principles and techniques* - Christophe LEJEUNE B0 Q1 25 5 - 3  
**Corequisite :**  
 METO0826-1 - Méthodes de recherche qualitative - Travaux pratiques

METO0826-1 *qualitative research method - Practical work* - David HOMBURG, Christophe LEJEUNE B0 Q2 5 45 - 5  
**Corequisite :**  
 METO0825-1 - Méthodes de recherche qualitative - Principes et techniques

SOCI0154-1 *Introduction to sociology* - JeanFrançois ORIANNE B0 Q2 15 - - 3

GRHO0023-1 *Sociology of organizations and markets* - Christophe DUBOIS B0 Q1 30 - - 3

SOCI2244-1 *Sociological thought evolution* - Bruno FRÈRE B0 Q1 30 - - 3

**Optional courses (B0 : 6Cr)**

Choose courses totalling 7 ECTS from the following : (B0 : 6Cr)

[...] language courses list

**Optional free courses (B0 : 3Cr)**

REME0003-1 *Introduction to IT and office software* - Sébastien FONTAINE B0 Q1 - 20 - 3  
*Notice* : Students who fail the level test at the start of the year must follow the REME0003-1 course.

**Extra credits Master in Human Resources Management (aimed at law graduates or political science graduates)**

**Compulsory courses (B0 : 13Cr)**

METO0825-1 *Qualitative research methods - principles and techniques* - Christophe LEJEUNE B0 Q1 25 5 - 3  
**Corequisite :**  
 METO0826-1 - Méthodes de recherche qualitative - Travaux pratiques

METO0826-1 *qualitative research method - Practical work* - David HOMBURG, Christophe LEJEUNE B0 Q2 5 45 - 5  
**Corequisite :**  
 METO0825-1 - Méthodes de recherche qualitative - Principes et techniques

GRHO0001-4 *Strategic Human Resources Management* - François PICHULT B0 Q1 45 - - 5

**Optional free courses (B0 : 3Cr)**

REME0003-1 *Introduction to IT and office software* - Sébastien FONTAINE B0 Q1 - 20 - 3  
*Notice* : Students who fail the level test at the start of the year must follow the REME0003-1 course.

**Language courses (additional ECTS programmes)**

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

LANG0001-2	<i>English level 1</i> (english language) - Pierre GERON, Kevin HEYERES, ISLV, David LOMBARD, Evgueniya LYU, Estelle OGER	B0	TA	60	30	-	<b>6</b>
LANG0003-2	<i>English level 2</i> (english language) - Frédéric DEPAS, ISLV, Victoria PURCHON	B0	TA	60	30	-	<b>6</b>
LANG3016-1	<i>English - level 3, part 1</i> (english language) - Frédéric DEPAS, Emma DESFORGES, ISLV, Victoria PURCHON	B0	Q1	30	15	-	<b>2</b>
LANG3017-1	<i>English - level 3, part 2</i> (english language) - Frédéric DEPAS, Emma DESFORGES, ISLV, Victoria PURCHON	B0	Q2	30	15	-	<b>4</b>