

#### Cycle view of the study programme

B1 Or Th Pr Au Cr

Students starting block 1 in 2020-2021 are invited to take the courses in the programme of the master's degree with a professional focus in 'Politics and HR management'.

Choose a program among the following : (B1 : 60Cr, B2 : 60Cr)

#### Master in human resource management, professional focus in HR policy and management (B1 : 33Cr, B2 : 28Cr)

DROI0928-1	<i>Techniques for implementing the law in collective labour relations</i> - Joël HUBIN	B1	Q2	30	-	-	4
SOCI0060-1	<i>Sociology of organized action</i> - Coralie DARCIS, Frédéric SCHOENAERS, Sophie THUNUS	B1	Q2	45	-	-	5
SEMI0731-1	<i>Research and placement preparation support seminar</i> - Julie GÉRARD	B1	TA	30	15	-	5
GEST3752-1	<i>Change Management</i> (english language) - Olivier LISEIN	B1	Q1	30	-	-	5
PSYC1099-1	<i>Psychology of Well-Being at Work</i> - Isabelle HANSEZ	B1	Q1	30	-	-	5
"Applied HRM techniques" module							
GRHO0043-1	<i>Reporting RH (metrics &amp; analytics)</i> - Fabrice DE ZANET	B1	Q2	15	-	-	3
GRHO0033-1	<i>HR information systems</i> - Didier KORTHOUDT	B1	Q2	15	-	-	3
GRHO0044-1	<i>Payroll management</i> - Bénédicte COLLIN, JeanNoël HENRARD, Evelyn JADIN	B1	Q1	15	-	-	3
HMEM0005-1	<i>Final thesis</i> - COLLÉGIALITÉ, Christophe DUBOIS <b>Corequisite :</b> HSTG0024-1 - Stage (y compris un rapport de stage)	B2	TA	-	-	-	16
HSTG0024-1	<i>Internship (including an internship report)</i> - <i>Internship and internship report</i> - Christophe DUBOIS, Julie GÉRARD - <i>Seminar accompanying the internship and the final thesis</i> - Christophe DUBOIS, Julie GÉRARD - [24h SEM] <b>Corequisite :</b> HMEM0005-1 - Mémoire	B2	TA	-	-	[+]	12

#### Optional courses (B1 : 27Cr, B2 : 32Cr)

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

GRHO0005-2	<i>Human resources management : in-depth concepts</i> - Grégory JEMINE, François PICHAULT	B2	Q2	30	-	-	5
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*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	<i>Strategic Human Resources Management</i> - François PICHAULT	B2	Q1	45	-	-	5
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Choose 8 credits of language courses from the list below: (B1 : 4Cr, B2 : 4Cr)

LANG0913-4	<i>English - module 1</i> (english language) - <i>Reading scientific texts</i> - Frédéric DEPAS, ISLV - <i>Additional reading in HRM</i> - Frédéric DEPAS, ISLV	-	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>Conférence(s) supplémentaire(s) en GRH</i> - Kevin HEYERES	-	Q1	10	20	-	4
LANG0918-1	<i>English - Module 3 - Seminar of English used in the human resources management</i> - ISLV, Nathalie SCHRAEPEN	-	Q2	30	-	-	4
LANG1925-1	<i>German 4</i> (german language) - Marie MAWHIN	B1	Q2	30	-	-	4
LANG1926-1	<i>Advanced German 4</i> (german language) - Laurent GIANOTTI	B1	Q2	30	-	-	4

LANG1927-1	<i>Spanish 4</i> (spanish language) - Alexis ALVAREZ BARBOSA, Alba CARVAJAL LAGAREJO	B1	Q2	30	-	-	4
LANG1928-1	<i>Advanced Spanish 4</i> (spanish language) - Alexis ALVAREZ BARBOSA	B1	Q2	30	-	-	4
LANG1932-1	<i>Advanced Dutch 4</i> (dutch language) - Nicole ENGELEN, Lutgarde NACHTERGAELE	B1	Q2	30	-	-	4
LANG3995-1	<i>Dutch (Level A)</i> - Liliane GEHLEN, ISLV, Isabelle VAN DEN HOVE	B1	TA	45	-	-	4
LANG0916-1	<i>Dutch level 1</i> (german language) - Françoise CARL	B1	Q2	45	-	-	4
LANG0917-1	<i>Spanish level 1</i> (spanish language) - Valérie COYETTE	B1	Q2	45	-	-	4
LANG1938-1	<i>German 5</i> (german language) - Marie MAWHIN	B2	Q1	30	-	-	4
LANG1939-1	<i>Advanced German 5</i> (german language) - Laurent GIANOTTI	B2	Q1	30	-	-	4
LANG1940-1	<i>Spanish 5</i> (spanish language) - Alba CARVAJAL LAGAREJO, Véronique PEIFFER	B2	Q1	30	-	-	4
LANG1941-1	<i>Advanced Spanish 5</i> (spanish language) - Alba CARVAJAL LAGAREJO	B2	Q1	30	-	-	4
LANG1950-1	<i>Advanced Dutch 5</i> (dutch language) - Nicole ENGELEN, Lutgarde NACHTERGAELE	B2	Q1	30	-	-	4
LANG3996-1	<i>Dutch (Level B)</i> - ISLV, Fanny NOVAKOVIC	B2	TA	45	-	-	4
LANG2916-1	<i>German level 2</i> (german language) - Françoise CARL	B2	Q1	45	-	-	4
LANG2917-1	<i>Spanish level 2</i> (spanish language) - Valérie COYETTE	B2	Q1	45	-	-	4
	<b>Prerequisite :</b> LANG0917-1 - Espagnol niveau 1						

Choose courses for a total of 16 credits from the list below: (B1 : 8Cr, B2 : 8Cr)

GRHO0001-4	<i>Strategic Human Resources Management</i> - François PICHAULT	B1	Q1	45	-	-	4
	<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.						
PSYC1022-1	<i>Ergonomic psychology</i> - AnneSophie NYSSSEN - Suppl : Pierre BERASTEGUI	B1	Q2	25	5	-	4
GRHO0011-5	<i>New forms of employment and organisation</i> - Frédéric NAEDENOEN, François PICHAULT	-	Q1	24	-	-	4
GRHO0014-4	<i>International Seminar on Strategic HRM (industry visits abroad)</i> (english language) - François PICHAULT (Even years)	-	Q2	30	-	-	4
GEST3161-1	<i>Communication and projects management</i> - Sabine HAINE, Jocelyne ROBERT	-	Q1	30	-	-	4
SOCI2246-1	<i>Current Debates in Migration and Ethnic Studies</i> (english language) - JeanMichel LAFLEUR - Suppl : Angeliki KONSTANTINIDOU	-	Q1	30	-	-	4
SOCI2257-1	<i>Sociological analysis of social policies</i> - Didier VRANCKEN - Suppl : Nicolas JACQUET	B1	Q1	30	-	-	2
	<b>Corequisite :</b> SOCI2258-1 - Analyse sociologique des politiques d'intervention sociale						
SOCI2258-1	<i>Sociological analysis of social intervention policies</i> - Didier VRANCKEN - Suppl : Laura BEUKER, Julie GÉRARD, Nicolas JACQUET	B1	Q2	30	-	-	2
	<b>Corequisite :</b> SOCI2257-1 - Analyse sociologique des politiques sociales						

[...] 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)

[...] 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 : (B1 : 15Cr, B2 : 15Cr)

##### Professional focus in HR policy and management (B1 : 15Cr, B2 : 15Cr)

GRHO0006-2	<i>Strategic challenges of skills and training management</i> - JeanMarie DUJARDIN	B1	Q2	30	-	-	4
GEST3779-1	<i>Seminar to prepare for the role of manager</i> - Jocelyne ROBERT	B1	Q2	12	-	-	3
SOCI0753-1	<i>Sociology of employment and unemployment</i> - JeanFrançois ORIANNE	B1	Q2	45	-	-	5
SOCI0093-2	<i>Critique of political economy</i> - Bruno FRÈRE	B1	Q2	30	-	-	3
GRHO0013-3	<i>Diversity management and professional equality</i> - Annie CORNET	B2	Q1	30	-	-	4
GRHO0008-5	<i>Managing senior staff and teams in an international context</i> - Jocelyne ROBERT	B2	Q1	30	-	-	4
"Applied HRM techniques" module							
GRHO0031-3	<i>Recruitment interview practices</i> - Sabine HAUSER	B2	Q1	15	-	-	3
DROI1254-1	<i>Occupational health law</i> - Joël HUBIN	B2	Q1	15	-	-	4

#### Master in human resources management (120 ECTS) (B1 : 60Cr, B2 : 60Cr)

Intended for students who are completing this old version of the programme. Students who start the programme in 2020-2021 are invited to take the specialised master's courses "HR policy and management".

DROI0928-1	<i>Techniques for implementing the law in collective labour relations</i> - Joël HUBIN	B1	Q2	30	-	-	5
SOCI0060-1	<i>Sociology of organized action</i> - Coralie DARCIS, Frédéric SCHOENAERS, Sophie THUNUS	B1	Q2	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	Q1	30	-	-	3
SEMI0731-1	<i>Research and placement preparation support seminar</i> - Julie GÉRARD	B1	TA	30	15	-	5
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	Q2	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	Q2	-	-	-	2
GRHO0031-3	<i>Recruitment interview practices</i> - Sabine HAUSER	B1	Q1	15	-	-	3
GEST1070-1	<i>Sociological approach of management and HRM (english language)</i> - Christophe DUBOIS, Grégory JEMINE, Frédéric SCHOENAERS, Frédéric SCHOENAERS	B2	Q1	30	-	-	3
HMEM0005-1	<i>Final thesis</i> - COLLÉGIALITÉ, Christophe DUBOIS	B2	TA	-	-	-	16
<b>Prerequisite :</b> SEMI0731-1 - Séminaire d'accompagnement à la recherche et de préparation du stage							
<b>Corequisite :</b> HSTG0018-1 - Stage (y compris un séminaire d'aide au stage et au mémoire)							

#### 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.

LANG0913-1	<i>English - module 1, Reading scientific texts</i> (english language) - Frédéric DEPAS, ISLV	-	Q1	10	20	-	3
LANG0914-1	<i>English - Module 2: Listening comprehension, taking notes and lectures, Listening comprehension, taking notes and lectures</i> (english language) - Kevin HEYERES, Estelle OGER	-	Q1	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
LANG1925-1	<i>German 4</i> (german language) - Marie MAWHIN	B1	Q2	30	-	-	3
LANG1926-1	<i>Advanced German 4</i> (german language) - Laurent GIANOTTI	B1	Q2	30	-	-	3
LANG1927-1	<i>Spanish 4</i> (spanish language) - Alexis ALVAREZ BARBOSA, Alba CARVAJAL LAGAREJO	B1	Q2	30	-	-	3
LANG1928-1	<i>Advanced Spanish 4</i> (spanish language) - Alexis ALVAREZ BARBOSA	B1	Q2	30	-	-	3
LANG1932-1	<i>Advanced Dutch 4</i> (dutch language) - Nicole ENGELEN, Lutgarde NACHTERGAELE	B1	Q2	30	-	-	3
LANG3995-1	<i>Dutch (Level A)</i> - Liliane GEHLEN, ISLV, Isabelle VAN DEN HOVE	B1	TA	45	-	-	4
LANG0916-1	<i>Dutch level 1</i> (german language) - Françoise CARL	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> (german language) - Marie MAWHIN	B2	Q1	30	-	-	3
LANG1939-1	<i>Advanced German 5</i> (german language) - Laurent GIANOTTI	B2	Q1	30	-	-	3
LANG1940-1	<i>Spanish 5</i> (spanish language) - Alba CARVAJAL LAGAREJO, Véronique PEIFFER	B2	Q1	30	-	-	3
LANG1941-1	<i>Advanced Spanish 5</i> (spanish language) - Alba CARVAJAL LAGAREJO	B2	Q1	30	-	-	3
LANG1950-1	<i>Advanced Dutch 5</i> (dutch language) - Nicole ENGELEN, Lutgarde NACHTERGAELE	B2	Q1	30	-	-	3
LANG3996-1	<i>Dutch (Level B)</i> - ISLV, Fanny NOVAKOVIC	B2	TA	45	-	-	4
LANG2916-1	<i>German level 2</i> (german language) - Françoise CARL	B2	Q1	45	-	-	5
LANG2917-1	<i>Spanish level 2</i> (spanish language) - Valérie COYETTE	B2	Q1	45	-	-	5

**Prerequisite :**

LANG0917-1 - Espagnol niveau 1

**Complete its choice from the list below :**

GRHO0001-4	<i>Strategic Human Resources Management</i> - François PICHault	B1	Q1	45	-	-	5
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*Notice* : 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.

GRHO0013-3	<i>Diversity management and professional equality</i> - Annie CORNET	-	Q1	30	-	-	3
PSYC1022-1	<i>Ergonomic psychology</i> - AnneSophie NYSSSEN - Suppl : Pierre BERAStEGUI	-	Q2	25	5	-	3
GRHO0011-5	<i>New forms of employment and organisation</i> - Frédéric NAEDENOEN, François PICHault	-	Q1	24	-	-	5
GRHO0014-4	<i>International Seminar on Strategic HRM (industry visits abroad)</i> (english language) - François PICHault (Even years)	-	Q2	30	-	-	5

SOCI2257-1	<i>Sociological analysis of social policies</i> - Didier VRANCKEN - Suppl : 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	-	Q1	30	-	-	<b>5</b>
GEST3754-1	<i>Entrepreneurship and Innovation</i> (english language) - Frédéric OOMS	B1	Q1	18	-	-	<b>3</b>
GEST3753-1	<i>Business Ethics and Corporate Social Responsibility</i> (english language) - Virginie XHAUFLAIR	B2	Q1	24	-	-	<b>3</b>
GEST3762-1	<i>Digital Business</i> (english language) - André BLAVIER	B2	Q2	18	-	-	<b>3</b>
SOCI2246-1	<i>Current Debates in Migration and Ethnic Studies</i> (english language) - JeanMichel LAFLEUR - Suppl : Angeliki KONSTANTINIDOU	B2	Q1	30	-	-	<b>5</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)						
[...]	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)						

#### Choose one focus from the following : (B2 : 1Nbr)

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

DROI1254-1	<i>Occupational health law</i> - Joël HUBIN <b>Prerequisite :</b> DROI0928-1 - Techniques de mise en oeuvre du droit dans le cadre des relations collectives de travail	B2	Q1	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> SEMI0731-1 - Séminaire d'accompagnement à la recherche et de préparation du 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> - Grégory JEMINE, François PICHULT  <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 PICHULT	B2	Q1	45	-	-	<b>5</b>

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

#### Optional courses (B0 : 60Cr)

Choose up to 60 credits of courses from the list below: (B0 : 60Cr)

*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	B0	Q2	15	-	-	<b>3</b>
METO0820-2	<i>Initiation to Social Science Methodology</i> - <i>Theory</i> - Didier VRANCKEN - Suppl : Julie GÉRARD - <i>Practice</i> - Didier VRANCKEN - Suppl : Julie GÉRARD	B0	Q2	30	-	-	<b>5</b>
SOCI9007-1	<i>Evolution of sociological thought</i> - <i>Classical sociology</i> - Bruno FRÈRE - <i>Contemporary sociology</i> - Mona CLARO	B0	TA	30	-	-	<b>10</b>
SOCI9005-1	<i>Introduction to the sociology of organizations</i> - Frédéric SCHOENAERS - Suppl : Farah Jeelani SHAIK - [15h SEM]	B0	Q1	30	-	[+]	<b>5</b>
GEST1115-1	<i>Introduction to organization analysis</i> - Alexis HAKIZUMUKAMA, Jocelyne ROBERT - [10h SEM]	B0	Q1	30	-	[+]	<b>5</b>
PSYC0022-2	<i>Work and organisations psychology, part 1</i> - <i>theory</i> - Isabelle HANSEZ - <i>Thematic texts</i>	B0	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> - <i>Survey methodology</i> - Sébastien FONTAINE	B0	Q2	10	-	-	<b>5</b>
METO1016-1	<i>Qualitative research methods, Cours et travaux pratiques</i> - Christophe LEJEUNE - [90h FW]	B0	Q2	30	30	[+]	<b>5</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>5</b>
DROI0083-1	<i>Social Law</i> - Quentin DETIENNE, Fabienne KÉFER	B0	Q2	30	-	-	<b>5</b>
GEST0029-1	<i>General Corporate Accounting (Night classes)</i> - Anne BILS	B0	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

LANG0001-2	<i>English level 1</i> (english language) - Pierre GERON, Kevin HEYERES, ISLV, Céline LEROY, Estelle OGER, Caroline ZIANE	B0	TA	60	30	-	<b>5</b>
LANG0003-2	<i>English level 2</i> (english language) - Frédéric DEPAS, ISLV, Victoria PURCHON	B0	TA	60	30	-	<b>5</b>
LANG6006-1	<i>English - level 3</i> (english language) - Frédéric DEPAS, Emma DESFORGES, Victoria PURCHON	B0	TA	60	30	-	<b>5</b>

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

#### 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* : a self-assessment test, held at the beginning of the year, will help guide students in their choice of useful modules