

MASTER'S DEGREE



HUMAN RESOURCES MANAGEMENT

Majors:

- Management of human resources potential
- Conflict resolution skills

Do you want to become a HR professional?

This training is perfect for you!

Contract of apprenticeship possible from year one

Company visits



Coaching Day



Graduation ceremony



HR project management



Association of students and former students



MASTER'S DEGREE



HUMAN RESOURCES MANAGEMENT

• Objectives of the training program

The Master's degree in 'Human Resources Management' (HRM) is co-accredited by the University of Franche-Comté and the University of Burgundy.

This program gives you the opportunity to become professionals in the Human Resources function with managerial, relational and negotiation skills, qualified to perform high responsibility positions in the field of HRM.

• Academic requirement for entry

- Master 1: law-economics-management or AES (economic and social administration) Bachelor's Degree.
- Master 2: Master 1 in law- economicsmanagement or AES.
- For any other diploma requiring 4 years of higher education or an equivalent level, possibility of learning validation.
- Foreign students are welcomed as part of a learning validation or as part of an exchange program (Erasmus).

• Job opportunities

- Human Resources Manager / Officer,
- Recruitment officer,
- Training manager,
- Job and Competency Planning Manager,
- Career Management Officer
- Social Relations Officer,
- Labor Relations Officer,
- Mediation Consultant.

Level of the validated degree

Baccalauréat +5
Master's degree

Internship period

Master 1: 4 months
Master 2: 6 months

Training program location

AESDM (AES-Droit-Management)
Département
at UFR STGI Belfort
10, rue Roussel

Application

<http://formation.univ-fcomte.fr/composantes/ufr-stgi>

Contact

Student Affairs Office
Master's Degree Human Resources
Management

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Possibility of apprenticeship: alternating in-company training and school-based training.

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Master's degree 1st year

	Type	CM	TD	TP
Semester 07	Compul.			
EU1 - Mastering the fundamentals of HRM	Oblig.	55	15	
Personnel management	Oblig.	18	5	
Social relations	Oblig.	18	5	
HR and organizational behavior	Oblig.	19	5	
EU2 - Mastering HR Marketing	Oblig.	40	10	
Human Resources Marketing	Oblig.	15	5	
General marketing principles	Oblig.	25	5	
EU3 - Mastering the fundamentals of management	Oblig.	51	15	
Change management and innovation	Oblig.	17	5	
Strategic management	Oblig.	16	5	
Organizational theory	Oblig.	18	5	
EU4 - Controlling organizations and managing IS	Oblig.	30	10	
Management audit	Oblig.	15	5	
Information systems management	Oblig.	15	5	
EU5 - Languages and tools	Oblig.	30	10	
Management case studies	Oblig.	15	5	
HR project management: the fundamentals	Oblig.	15	5	
Semester 08	Compul.			
EU6 - Mastering the legal and ethical foundations of HRM	Oblig.	40	10	
Employment law	Oblig.	30	5	
Ethics and managerial responsibility	Oblig.	10	5	
EU7 - Mastering the foundations of social policies	Oblig.	40		
Labor and human resources economics	Oblig.	10		
Occupational psychology	Oblig.	15		
Sociology of labor and organizations	Oblig.	15		
EU8 - Languages and tools	Oblig.	10	30	
Business English	Oblig.		14	
HR project management: implementation	Oblig.		11	
Management tools	Oblig.	10	5	
EU9 - Preparing for professional integration	Oblig.	15	17	
Methodology and communication in the workplace	Oblig.	15	5	
Professional project	Oblig.		12	
EU10 - Internship	Oblig.			

Master's degree 2nd year

Semester 09	Compul.			
EU1 - Mastering the legal and ethical bases of HRM 2	Oblig.	35	10	
Employment law	Oblig.	20	5	
Corporate Social Responsibility	Oblig.	15	5	
EU2 - Acquiring the foundations of social negotiation	Oblig.	30	10	
Social dialogue	Oblig.	15	5	
Labor and social institutions	Oblig.	15	5	
EU3 - Managing and developing HR in organizations	Oblig.	50	15	
Job and skill management	Oblig.	15	5	
Compensation policies	Oblig.	15	5	
Recruitment and training	Oblig.	20	5	
EU4 - Mastering the fundamentals of management 2	Oblig.	35	15	
Change in organizations	Oblig.	15	5	
Strategic management	Oblig.	10	5	
Occupational health policies	Oblig.	10	5	
EU5 - Languages and tools	Oblig.	12	48	
Business English	Oblig.		20	
Communication and professional project	Oblig.		26	
Methodology and literature search	Oblig.	12	2	

2 courses to choose from semester 10:

Competency development				
Semester 10	Compul.			
EU6 - Identify, assess and develop HR potential	Oblig.	54	8	
Analysis of work situations and skills development	Oblig.	18	4	
Group dynamics and personal development	Oblig.	18		
Management of career management	Oblig.	18	4	
EU8 - Internship	Oblig.			
Conflict resolution skills				
Semester 10	Compul.			
EU7 - Prevent, manage and negotiate conflicts	Oblig.	45	17	
Legal aspects of conflicts	Oblig.	15	5	
Conflicts and alternatives to conflicts	Oblig.	20	7	
Preventing conflicts	Oblig.	10	5	
EU8 - Internship	Oblig.			

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