Université Paris-Saclay
Economics & Management
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Gestion des ressources humaines

Master's degree
Language(s) of instruction
French

Attached to the Graduate School of Economics and Management at Université Paris Saclay, the HRM specialization comprises 2 courses: “HR Management and Development” at the UVSQ and UEVE sites; and “HR Management and Digital Transformations” at the UVSQ site. The HRM specialization combines training and research potential in human resources management, combining a generalist approach to HR management with progressive specialization according to the path chosen.

The Human Resources Management specialization brings together two universities, the Université Versailles Saint Quentin with ISM-IAE and the Université d'Evry Val d'Essonne, to offer two courses: at ISM-IAE and UEVE, the “Human Resources Management and Development” course; at ISM-IAE, the “Human Resources Management and Digital Transformations” course.

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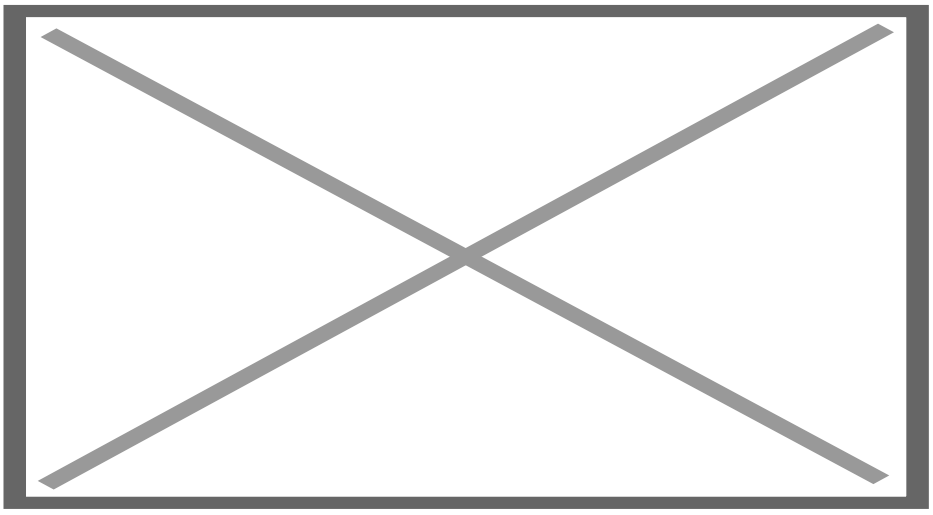

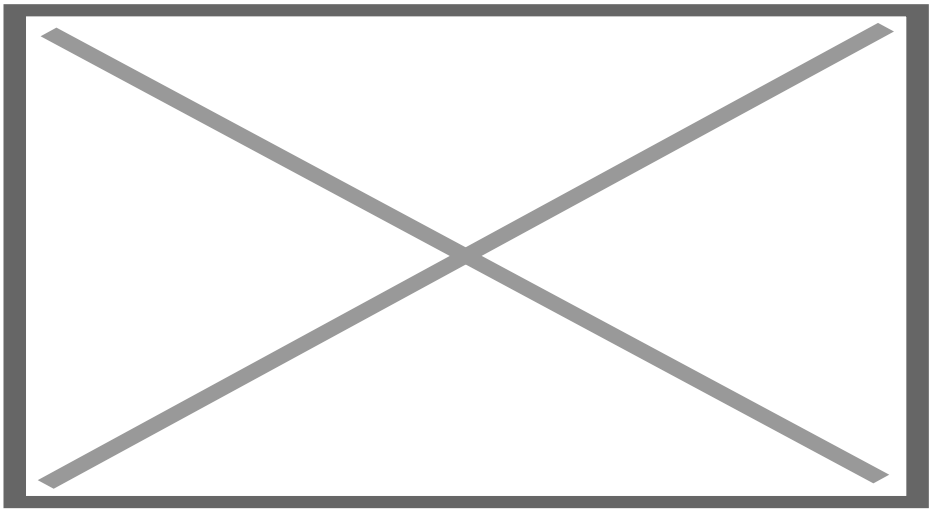

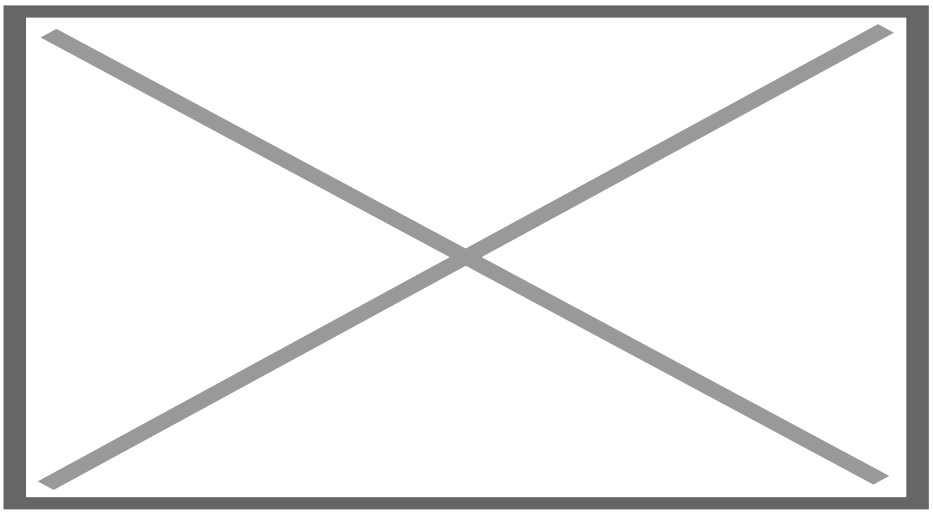

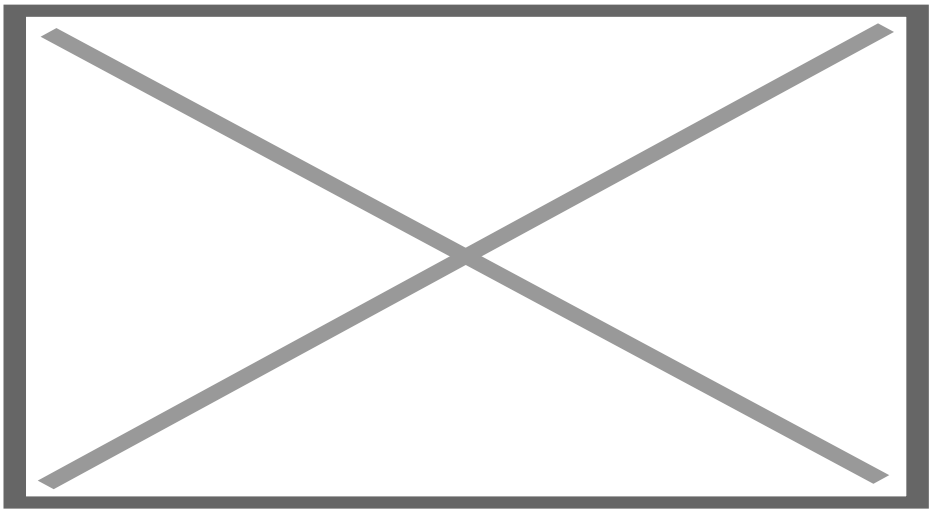

Information

- List of Pathways
- Overview
- Application requirements

Liste parcours

Master’s Year 1

M1 Management des Ressources Humaines et Transformations Digitales (MRHTD)

Add to Compare

M1 Management et Développement des Ressources Humaines (MDRH) -Site Guyancourt

Add to Compare

M1 Management et Développement des Ressources Humaines (MDRH) - site Évry

Add to Compare

Master’s Year 2

M2 Management des Ressources Humaines et Transformations Digitales (MRHTD)

Add to Compare

M2 Management et Développement des Ressources Humaines (MDRH) -Site Guyancourt

Add to Compare

M2 Management et Développement des Ressources Humaines (MDRH) - site Évry

Add to Compare

Présentation

Skills

* Develop and implement HR strategy

* Manage HR projects in a changing environment

* Manage and evaluate HR practices and tools

* Communicate in a professional context

* Manage responsibility in an integrated and innovative way

* Develop and implement a research project in HR management

Fiche nationale du Répertoire National des Certifications Professionnelles (RNCP)

Learning outcome targets

The Human Resources Management specialization leads to careers in HR management, whether in private or public organizations, either globally in SMEs, or globally in the various HR departments of large companies. In addition to human resources management skills, organizations expect their HR managers to have managerial skills and a high degree of expertise. This is why the Human Resources Management specialization is designed to train future HR specialists to master the specialties of the HR function and its managerial dynamics, as well as the HR challenges of the future, against a backdrop of globalization and digital transformation, which is revolutionizing the way work is organized.

Generally speaking, the skills and knowledge developed by students will enable them to master the

knowledge, fundamental tools and contexts of management by analyzing HR documents and dashboards, and by drawing on HR and legal intelligence; to develop, pilot and deploy HR projects, using cross-disciplinary and complementary approaches; to develop and implement colloborative work; and to master communication tools in an appropriate manner.Ultimately, the course is designed to enable students to acquire theoretical knowledge, know-how, interpersonal skills and learning skills in the various fields of human resources.

Selectivity and recruitment criteria are shared between the two courses. To enter M1 and M2, an IAE score is strongly recommended. For M1, a B1 level in English is a prerequisite. For M2, a B2 level is expected, including a TOEIC level.

Applications are examined by a panel of judges. In the event of eligibility, candidates are interviewed by a panel to examine their career plans and motivations.

To ensure the employability of students and meet the expectations of companies, as the course is an apprenticeship, the two tracks have different employment objectives. The “HR Management and Development” pathway is designed to develop the HR function, enabling students to move on to generalist, multi-skilled HR development positions such as HR Manager, Local HR Manager, HR Development Officer, Social Relations Officer, HR Studies and Forecasting Officer. The “HR Management and Digital Transformations” course is part of the HR function's development around digitization and transformations in organization and working methods, enabling access to positions such as HR Manager, HR Manager, HR Development Officer, Social Relations Officer, HR Studies and Prospects Officer.

Both courses are supported by two research laboratories at UVSQ and UEVE, and introduce students to research via a report-dissertation in M1 and a professional dissertation in M2; a minimum mark of 10/20 is required for validation of M1 and M2. Ultimately, at the end of their training, students will have the skills and knowledge to analyze and build HR function processes, HR policies and action plans; to lead action plans as part of HR change management, in line with corporate strategy and social responsibility, adapted to national and international contexts; to work towards continuous improvement of HR practices.

Débouchés

Career prospects

After a Master’s degree: Research analyst
Personnel administrator
Development Manager
Admission

Target audience

The Human Resources Management specialization is open to students on sandwich courses, as well as continuing education students (private and public sector employees, jobseekers, private individuals, etc.).

The Master 1 is aimed at students with a degree in economics, management, HRM or equivalent, as well as students with a non-management degree such as law or sociology, wishing to specialize in HR management.

Master 2 is aimed at students with an S1/S2 in the HRM or Management field, or non-managerial students such as M1 Law, M1 Sociology, as well as students who have validated their S1/S2 at another university.

Contact

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- **Amal ARIBI**

http://www.universite-paris-saclay.fr/formation/master/gestion-des-ressources-humaines