

Field of study **Management, Economy,  
Communication**

Training available in

Apprenticeship

Initial training

Continuing education

Recognition of prior learning

#### How to apply :

<https://www.univ-gustave-eiffel.fr/en/formation/applications-and-enrolment/applications>

#### Course venue :

Campus Marne la Vallée - Champs sur Marne - Bâtiment Bois de l'Etang 5 Boulevard Descartes 77420 Champs-sur-Marne

#### Calendar :

Apprenticeship / work-study programme: two days at the university / three days in the company. If there is a work placement, it is adapted to the work-study schedule. In M2, students have the opportunity to do a 5-6 month work placement over the academic year.

#### Contacts :

Véronique ATTIAS-DELATTRE (M1)  
Academic coordinator

Aurélië-Sara COGNAT (M2)  
Academic coordinator

Catherine MAMAN (M2)  
Academic coordinator

Bénédicte HOUDRY (M1)  
Academic secretary  
[benedicte.houdry@univ-eiffel.fr](mailto:benedicte.houdry@univ-eiffel.fr)  
Phone number : 01 60 95 70 64  
Office : B012

Sandrine DEROU (M2)  
Academic secretary  
[sandrine.derou@univ-eiffel.fr](mailto:sandrine.derou@univ-eiffel.fr)  
Phone number : 01 60 95 70 66  
Office : B012

#### More information :

For further details :

<https://www.univ-gustave-eiffel.fr/international/etudiants-internationaux>

Service Information,

Orientation et Insertion Professionnelle (SIO-IP) :

[sio@univ-eiffel.fr](mailto:sio@univ-eiffel.fr) / Tel : +33 1 60 95 76 76



**IAE PARIS-EST**  
École de management  
UNIVERSITÉ PARIS-EST CRETEIL - UNIVERSITÉ GUSTAVE EIFFEL



**IAE PARIS-EST**  
École de management  
UNIVERSITÉ PARIS-EST CRETEIL - UNIVERSITÉ GUSTAVE EIFFEL

## Master's degree Human Resources Management Human resources management and transformations of work and organisations



UFR de Sciences Économiques et de Gestion (SEG)  
IAE Paris-Est

Master's degree M1 M2

#### TO GET THERE

Target audience: Students who have acquired 240 ECTS or VPE/VAE. Candidates (initial training and work-study training) must have initial experience in HR management and organisation management, and more significant lifelong learning and VAE experience.

#### ACQUIRED SKILLS

The training program aims to develop skills in four key areas:

- 1) general skills in human resources;
- 2) analytical skills regarding the economic, institutional, legal, cultural and technological environment;
- 3) specialist skills in team management;
- 4) interpersonal and communication skills.

#### YOUR FUTURE CAREER

Graduates are employed in the following roles:

1. General HR manager: HR business partner
2. HR functions manager (HR development, recruitment, compensation and benefits, mobility and career development, training, labour relations, HRIS, social management control, etc.)
3. HR task officers (career planning, CSR, diversity, HR marketing, psychosocial risks, quality of life at work, etc.)
4. Internal or external consultants specialising in change management for managers. 5. Graduates also have the opportunity to undertake a PhD thesis at Université Gustave Eiffel (subject to having taken the research dissertation option in M2 and undertaken a research placement at the university).

#### BENEFITS OF THE PROGRAM

The Master's degree is accredited by the IAE. The teaching team consists of lecturer-researchers and professionals in HR management. There are a number of specific features: 1. A variety of stimulating teaching methods: dramatic role play, remote international collaboration, group projects in partnership with professionals. 2. Extensive training in soft skills, essential to the HR role: concentration, self-awareness, self-respect and respect for others, teamwork, effective public speaking. 3. Increased support with the writing of the end-of-studies dissertation: residential writing workshop with support from lecturers.

More information



# PROGRAM

## SEMESTER 1

**Analyser des domaines d'action stratégique**  
Management stratégique (ECTS:4)  
**Pilotage de la performance et contrôle de gestion** (ECTS:4)  
**Management des systèmes d'Information** (ECTS:1)  
**Problématiser et transmettre des pratiques professionnelles**  
Communiquer à l'écrit et l'oral (ECTS:2)  
Anglais (ECTS:3)  
**Initiation à la recherche (mémoire)** (ECTS:4)  
**Anticiper les transformations organisationnelles**  
Droit du travail/droit social (ECTS:3)  
Organisation et management (ECTS:3)  
**Définir des leviers d'action RH**  
GRH en action (ECTS:4)  
Pratique professionnelle (ECTS:2)

## SEMESTER 2

**Contextualiser les enjeux de GRH en externe et en interne**  
Comportement humain dans les organisations (ECTS:3)  
**Management de la responsabilité sociale des entreprises** (ECTS:2)  
**Management de projet / Entrepreneuriat** (ECTS:2)  
Anglais (ECTS:3)  
**Analyser les transformations organisationnelles**  
**Sociologie du travail et des organisations** (ECTS:3)  
Techniques d'enquêtes (ECTS:3)  
**Concevoir des actions RH globales**  
Globalisation et management (ECTS:2)  
Transformation et management (ECTS:2)  
**Problématiser et argumenter un enjeu RH**  
**Initiation à la recherche (mémoire écrit et oral)** (ECTS:8)  
**Diagnostiquer et évaluer des compétences professionnelles**  
Pratique professionnelle (ECTS:2)

## SEMESTER 3

**Comprendre et accompagner les transfo du trav. et des orga**  
Prospective métiers (ECTS:3)  
**Stratégie** (ECTS:2)  
**Conduite du changement** (ECTS:3)  
**Environnement Economique des ressources humaines** (ECTS:2)  
**Déployer des dispositifs RH adaptés aux TTO**  
Marketing RH et marque employeur (ECTS:2)  
**Qualité de vie et des conditions de travail** (ECTS:2)  
Droit du travail approfondi (ECTS:3)  
**Systèmes d'information RH** (ECTS:2.5)  
**GRH et nouvelles technologies** (ECTS:2.5)  
**Compétences transverses**  
**Responsabilité sociétales des organisations** (ECTS:2)  
**Intelligence émotionnelle** (ECTS:4)  
**Anglais des ressources humaines** (ECTS:2)

## SEMESTER 4

**Déployer des dispositifs RH adaptés aux TTO**  
**Formation au management par la pratique théâtrale** (ECTS:3)  
**Ludopédagogie** (ECTS:1)  
**Innovation dans la formation** (ECTS:1)  
**Transformation des systèmes juridiques internationaux** (ECTS:2)  
**Management de la diversité** (ECTS:4)  
**Compétences transverses : animation de collectifs**  
**Anglais des ressources humaines** (ECTS:2)  
**Conduire un projet d'innovation managériale** (ECTS:2)  
**Projet collectif** (ECTS:4)  
**Conceptualiser et analyser un terrain**  
**Méthodologique apprentissage de l'autonomie** (ECTS:1)  
**Atelier d'écriture mémoire** (ECTS:1)  
**Mémoire et soutenance** (ECTS:9)