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UNIVERSITÉ
MARIE & LOUIS
PASTEUR

UFR **STGI**
BELFORT-MONTBELIARD

BAC+5

MASTER

Human Resources Management (HRM)



● Course objective

The Master's program in «Human Resources Management» (HRM) aims to train human resources professionals with management, relational and negotiation skills, able to manage change process within companies.

● Profile

- Master 1 is accessible to students holding a bachelor's degree in the following fields: law-economics-management, economics and business administration, psychology, sociology.
- Master 2 is accessible to students holding a Master 1 in Human Resources Management
- For any other degree equivalent to a 3-year or 4-year post-secondary qualification, access may be granted through the recognition of prior learning (VA).

● Career opportunities

- human resources manager,
- recruitment officer,
- training manager,
- career management officer,
- career development manager,
- employee relations manager,
- assistant to the employee relations manager.

The Master's in HRM is open to
apprenticeship, with the possibility of pursuing
this course through a **professionalization contract**
or an **apprenticeship contract**.



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The 7 key competencies

Competency framework – HRM Master

C 1 : Managing talents and skills

- Designing a human resources development policy
- Mobilizing human resources marketing principles
- Developing individual and collective skills

C 2 : Mastering strategic, social and environmental challenges

- Analyzing human behaviors in organizations
- Mobilizing management control tools, digital tools, and information systems
- Developing a strategic vision in HRM
- Integrating the economic foundations of CSR to design a CSR policy

C 3 : Acting on social policies and working conditions

- Integrating labor market issues and psychological issues at work
- Evolving work organization
- Designing a workplace health policy
- Improving working conditions

C 4 : Driving change

- Driving change and innovation
- Managing crisis and territorial changes
- Leading a human resources project

C 5 : Managing relations with social partners

- Implementing labor law regulations
- Managing social relations
- Acting on labor and social institutions
- Preventing and managing conflicts

C 6 : Developing relational and managerial skills

- Communicating in English in a professional context
- Mastering team management fundamentals
- Facilitating team working
- Training to coaching

C 7 : Developing reflexivity

- Mastering research methodology
- Developing a professional project
- Utilizing research methodology in the drafting of the professional thesis



Find all the information
on our website:
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