

# MSc Human Resources Consulting

New in 2020



*« Become a specialist in Human Resources Management and internal/external consulting! »*

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## DEVELOPING ESSENTIAL SKILLS



This programme taught in English prepares future managers to develop cross-functional approaches to human and social problems linked to organisational development, in a context of almost permanent change.

## 5 GOOD REASONS TO CHOOSE THE PROGRAMME

- Being able to analyse working situations and identify current and future challenges linked to the organisation of work
- Identifying main trends in Human Resources Management (HRM: structure, architecture, tools, methods, position, ...) and explain their implications
- Designing HR strategies and policies, in particular in a context of change
- Outlining the different ways in which HRM can contribute to change
- Understanding critically the links between HRM and performance

## PROGRAMME LAY-OUT

( SEPTEMBER  
TO APRIL )

( MAY TO  
DECEMBER )

### FUNDAMENTAL COURSES

SEPTEMBER ↔ DECEMBER

- ▶ Developing HR strategy and creating value
- ▶ Macro Organisational Development (and change)
- ▶ Sociological and clinical approaches of work
- ▶ Work Psychology and Organisational Behaviour
- ▶ Individual Trajectory
- ▶ Leadership Seminar

JANUARY ↔ APRIL

- ▶ Consulting in HR and organisation
- ▶ Equity, Diversity and Inclusion
- ▶ HR Work and Work Organisational
- ▶ Managing Employee relations
- ▶ People analytics, Big Data and HR
- ▶ Talent Management
- ▶ Final Simulation

Academic research work

### PROFESSIONAL EXPERIENCE

It can take the form of an internship (4-6 months), a job, the creation of a start-up company in France or abroad.

## PROFESSIONAL EXPERIENCE (4 TO 6 MONTHS)



An essential opportunity to apply the theoretical and practical skills learnt during the first two semesters in a professional environment. Students are free to carry out the internship in France or abroad, subject to approval by the internship director, based on its relevance to the MSc programme and course content.

### Examples of internships:

- ▶ Consultancy in human resources management and organisation
- ▶ Consultancy in recruitment
- ▶ Consultancy in quality of life at work
- ▶ Management consultancy
- ▶ Human resources manager
- ▶ Recruitment, partnerships and school relations officer
- ▶ International HR office, HR and teleworking project manager
- ▶ Careers advisor
- ▶ Management Development & HR Control
- ▶ Training methods assistant; Compensation & Benefits Analyst

## TAKING YOUR CAREER TO A NEW LEVEL



The MSc Human Resources & Consulting prepares future professional consulting or human resources managers capable of seizing current and future challenges related to the organisation of work.

The positions are closely linked to the trends of today's and tomorrow's nature of work and talents. They reflect the technical and soft skills necessary to achieve a successful career in the field.

### A FEW OF THE POSSIBLE JOBS TO WHICH YOU CAN ASPIRE:

#### Consulting and Auditing

- ▶ HR auditing/Social auditing
- ▶ Change support consulting
- ▶ Recruitment consulting
- ▶ Human resources strategy and policy consulting
- ▶ Management consulting
- ▶ HRIS consulting
- ▶ CSR auditing

#### Management

- ▶ Human resources manager
- ▶ Training manager
- ▶ Recruitment manager
- ▶ HR studies officer
- ▶ Career manager
- ▶ Social controlling manager
- ▶ Competences and Talent manager
- ▶ Community manager
- ▶ Employer brand manager
- ▶ CSR manager