

Ministry of Higher Education and Scientific Research



University of Algiers 3



Department of Economic Sciences, Commercial Sciences and Management Sciences

Course Title

PhD in Human Resource Management

Teaching Language

Arabic & English (Two separate student groups)

About the Program

A PhD is a doctorate in philosophy, which can be obtained in many fields of study. A PhD in Human Resource Management studies research questions related to human resources. Doctorate in Human Resources Management aims to develop advanced knowledge in HR theories, practices, and research methodologies. You'll engage with complex HR issues and contribute original insights to the field. The program combines coursework with independent research, culminating in a doctoral dissertation.

PhD holders acquire valuable skills in human resource management, as well as the ability to analyze data and interpret results. This is a great opportunity for research students who wish to advance their careers and establish themselves as recognized experts in the field of human resource management.

There is a group of scientific and cultural clubs in the college that contribute to enriching university life and supporting students in academic and cultural aspects. These clubs help students integrate into university life and assist the college administration in raising students' awareness of the various pedagogical aspects that help them in their studies.

The most important clubs:

- Scientific Club "Lamset Eda3"
- Scientific and Cultural Club Al-Roqy "EGM CLUB"
- Scientific Club "NEXT GENERATION INNOVATORS"
- Scientific Club Dar Al-Afkar
- Scientific Club Dev-Eco"

Learning Objectives

- **Develop advanced knowledge** of human resource management theories and practices, enabling students to gain a deep understanding of the discipline.
- **Master research methodologies** relevant to human resource management, equipping students to design and conduct original research that contributes to both theoretical and practical advancements in the field.
- **Analyze complex HR issues** using scientific and strategic tools, and propose evidence-based solutions.
- **Strengthen quantitative and qualitative data analysis skills**, including the interpretation of research findings to support informed decision-making.
- **Prepare highly qualified academic and professional personnel** for roles in research, teaching, or leadership positions in higher education institutions, businesses, and governmental or international organizations.
- **Enhance complementary skills**, such as academic pedagogy, specialized English, and the use of information and communication technologies (ICT) in research and teaching.
- **Promote global readiness**, by familiarizing students with international HR standards and preparing them to address globalization and digital transformation challenges.
- **Foster intellectual initiative and scientific independence**, encouraging students to address HR-related issues through diverse perspectives and innovative approaches.

17 Program Structure

Students enrolled in doctoral schools prior to beginning their doctoral thesis under the supervision of a supervising professor of the professorial rank undergo a mandatory one-year training program consisting of lectures and workshops to enhance their knowledge and skills in research areas identified by the doctoral training committee. This training is divided into two semesters and four activities, as follows:

- ❖ **Activities:** Philosophy of Scientific Research, Education and Pedagogy, Information and Communication Technology, Specialized English.
- ❖ **First semester:** Principles of management and organization, practicing strategic vigilance, and digital transformation of institutions.
- ❖ **Second semester:** Strategic management, decision-making tools, cybercrime, and cybersecurity.

Admission Requirements

- A certified copy of the baccalaureate transcript, certified by the Ministry of Foreign Affairs and the Ministry of Education of the applicant's country.
- A master's degree or master's degree certificate and transcripts in the field of specialization, certified by the Ministry of Foreign Affairs and the Ministry of Higher Education and Scientific Research.
- A grade of "Good" or higher for the master's degree, and a GPA of 12/20 or higher for the master's degree.
- Annual tuition: 2500 Euro

Admission Procedures

- Register your application online by opening a personal account, filling out the required information, and including the necessary documents.
- Upload the required documents according to the specialization and level in which you are registered.
- The application will be reviewed by the university administration.

- Participate in a competition to enter third-level training with the goal of obtaining a doctorate or obtaining a registration permit from the relevant ministry within the framework of international cooperation.
- Announcement of the competition results.
- Submit the original documents for the admission requirements uploaded on the website for successful students in the competition.
- Pay tuition fees.

Career Opportunities

Graduates of the PhD in Human Resource Management program are equipped with advanced research, analytical, and strategic skills that open up a wide range of career opportunities in both academic and professional fields. Potential career paths include:

- **University Professor or Academic Researcher**
Graduates can pursue teaching and research positions in universities or higher education institutions, contributing to academic advancement in HRM, organizational behavior, or strategic management.
- **Human Resources Director / Chief HR Officer (CHRO)**
PhD holders can lead the human resources function in large organizations, setting HR strategy, managing talent development, and driving organizational change.
- **HR Consultant or Organizational Development Expert**
Graduates may work as independent consultants or with consulting firms, advising businesses on HR strategy, restructuring, change management, and performance improvement.
- **Policy Advisor in Government or International Organizations**
PhD graduates can contribute to labor policy, workforce development, and employment strategies at ministries, NGOs, or international institutions such as the ILO, UNDP, or World Bank.
- **Corporate Trainer or Talent Development Manager**
They can design and implement training programs, lead executive education, and support leadership development and organizational learning.

- **HR Analyst or People Strategy Specialist**

Using data analytics, graduates can help organizations make evidence-based decisions in recruitment, retention, and workforce planning.

- **Director of Diversity, Equity, and Inclusion (DEI)**

PhD holders may lead DEI initiatives in companies, developing policies that promote inclusive and equitable work environments.

- **Global HR Manager or International Mobility Specialist**

They may manage HR operations across borders, including expatriate programs and global workforce planning in multinational companies.

- **Researcher at Think Tanks or Research Institutions**

Graduates can conduct applied research on labor markets, workforce trends, and HR policies in public or private research centers.

- **Entrepreneur or HR Technology Innovator**

Those with an entrepreneurial mindset can launch startups or design innovative solutions in HR technology, digital HR systems, or talent platforms.

This degree provides a strong foundation for careers that require critical thinking, strategic insight, and a deep understanding of human capital in a global context.



Contact & Resources

- **website:** <https://www.univ-alger3.dz/>

📌 Registration: University Presidency