



**People's Democratic Republic of Algeria**  
**Ministry of Higher Education and Scientific Research**  
**Sétif 1 University – Ferhat Abbas**

**Faculty /Institute:** Faculty of Economics, Commerce and Management sciences

**Bachelor's Degree (Master's Degree) in :**

**Human Resources Management**

## **Presentation and Objectives of the Specialty:**

Human Resources Management (HRM) is a specialized field that focuses on the recruitment, management, and development of an organization's workforce. It plays a critical role in ensuring that a company's human capital is aligned with its business strategy and goals. The specialty encompasses a wide range of activities designed to maximize employee performance, satisfaction, and overall organizational effectiveness.

This specialty is designed for individuals who aspire to take leadership roles within the HR department, such as HR Managers, Directors, or Chief HR Officers (CHROs). It provides students with advanced tools and skills for managing workforce challenges, organizational behavior, employee relations, and ensuring that HR strategies align with business goals.

This specialization is in the direction of developing the individual abilities of the student in terms of:

- 1- Develop Strategic Thinking in HRM: Equip students with the ability to align HR strategies with the overall business objectives and corporate strategy of an organization.
- 2- Advanced Knowledge of HRM Practices: Provide in-depth knowledge of key HR functions such as talent acquisition, performance management, employee development, compensation, and employee relations.
- 3- Leadership and People Management: Cultivate leadership skills that will allow graduates to lead HR teams, manage organizational change, and influence executive-level decisions.
- 4- Understanding of Organizational Behavior and Culture: Deepen students' knowledge of organizational behavior, helping them manage and shape company culture effectively.
- 5- Legal and Ethical HRM Knowledge: Provide a strong foundation in labor laws, employee rights, and ethical issues related to HRM.
- 6- Global Perspective on HRM: Address global HR issues and trends, preparing students to manage multinational workforces, deal with cultural diversity, and comply with international labor laws.
- 7- Change Management Expertise: Train students to effectively manage organizational change, such as restructuring, mergers, and the introduction of new technologies.
- 8- Employee Well-being and Engagement: Train students to design and implement comprehensive employee well-being programs that enhance job satisfaction and retention.

## **Admission requirements:**

The student must have a license degree in HRM Or in management.

## **Career Prospects/Professions:**

Graduating with a Master in Human Resources Management (HRM) opens up a wide array of career opportunities across various industries, as almost every organization needs skilled HR professionals to manage their workforce, culture, and organizational strategy. HR professionals with a master's degree are well-equipped to take on leadership roles, drive organizational transformation, and contribute to long-term business success.

The holder of this certificate is widely associated with the economic and commercial fields to which the concerned students are directed, related to the following:

- Service institutions of all kinds.
- Industrial enterprises of all kinds.
- Public administrations.
- Various training institutions.
- Creating specialized institutions for providing all MHR services.

### **Organization of Studies and Official Duration of the Program**

**Program Overview:** A general description of program:

The approved curriculum for the Human Resources Management specialization aims to study relevant modules that serve the field. Several modules will enable students to master various concepts related to human resources management, as well as control the techniques and methods that will help them effectively manage human resources, analyze data and information related to employee performance within the organization, and identify methods and approaches to improve human resource performance. Additionally, the curriculum includes an overview of the legal aspects related to employees' rights and duties and the resulting legal transactions.

Duration of the program two years

**Curriculum Highlights:** The Key elements of the study program:

The Master's program in Human Resources Management aims to develop the following competencies in graduates:

- In-depth understanding of human resources management challenges
- Acquisition of management skills
- Mastery of human resources management tools and methods
- Awareness of legal and ethical aspects
- Development of communication and negotiation skills
- International and cultural approach

**Admission Information:** Details regarding admission requirements and procedures:

Candidates wishing to study Human Resources Management must hold a Bachelor's degree in Human Resources Management or in management. Additionally, a satisfactory

level of English is required to pursue this specialization. Enrollment in this program is a national registration open to all Algerian universities without specific quotas.

Applications for this specialization are submitted through a digital platform accessible via the website of Setif 1 University Ferhat Abbas. Candidates are required to fill in all necessary information and upload the required documents through the platform. These documents include the Baccalaureate success certificate, transcripts for the Bachelor's degree, the Bachelor's degree success certificate, and the candidate's disciplinary record.

Following this, the applications are reviewed by the Faculty's guidance and ranking committee, and the results are announced. After the appeals process and the announcement of the final results, successful candidates proceed to the administrative offices for final registration, accompanied by the official documents.

**Core training modules:** The fundamental modules included in the program:

Functional Engineering, Organizational Behavior, Organizational Culture, Wages and Incentives Management, Social Management Control, Administrative Leadership, competency Management.

**Advanced training modules:** The specialized or in-depth modules of the program:

Communication and Administrative Editing, Statistical Modeling, Organization Theory, Knowledge Management, Enterprise Resource Planning (ERP), Quantitative Methods in Management, Social Auditing, Social Risk Management, Change Management.

**Language of instruction:** The language in which the training is delivered:

Arabic

**Training Canvas: The plan or Visual structure of program:**



**1-first semester :**

Unités d'enseignement	Intitulé de la matière	Crédits	Coefficients			VHS 15 WEEKS	Do Activities	Evaluation mode		
				Tutorials	Forum			Continuos Evaluation		Attendance exam
								Learning platform	forum	
fundamental Education unit code :UEF 1.1 credit :18 coefficients :8	Functional Engineering	5	2	1h30	1h30	45h	65h	40%	-	60%
	Organizational Behavior	5	2	1h30	1h30	45h	65h	40%	-	60%
	Organizational Culture	4	2	1h30	1h30	45h	55h	40%	-	60%
	Wages and Incentives Management1	4	2	1h30	1h30	45h	55h	40%	-	60%
Methodological Education Unit code :UEM 1.1 credit :9 coefficients :4	Social Management Control	5	2	1h30	1h30	45h	65h	40%	-	60%
	Communication and Administrative Editing	4	2	1h30	1h30	45h	65h	40%	-	60%
Exploratory Education Unit code :UEd 1.1 credit :2 coefficients :2	Statistical modeling	2	2	1h30	1h30	45h	5h00	40%	-	60%
Transverse Education Unit code :UET 1.1 credit :1 coefficients :1	Specialized Foreign Language 01	1	1	-	1h30	22h	2h30	40%	-	60%
Total of semester 1		30	15	10h30	12 h	337h30	367h30			

**2-second semester**

Unités d'enseignement	Intitulé de la matière	Crédits	Coefficients			VHS 15 WEEKS	Do Activities	Evaluation mode		
				On line COURS	Forum			Continuos Evaluation		Attendance Exam
								Learning platform	Forum	
fundamental Education unit code :UEF 1.2 credits:18 coefficients :8	Organization Theory	5	2	1h30	1h30	45h	65h	40%	-	60%
	Knowledge Management	5	2	1h30	1h30	45h	65h	40%	-	60%
	Enterprise Resource Planning (ERP)	4	2	1h30	1h30	45h	55h	40%	-	60%
	Wages and Incentives Management 2	4	2	1h30	1h30	45h	55h	40%	-	60%
Methodological Education Unit code :UEM 1.2 credits :9 coefficients :4	Quantitative Methods in Management	5	2	1h30	1h30	45h	65h	40%	-	60%
	Master's thesis preparation methodology	4	2	1h30	1h30	45h	65h	40%	-	60%
Exploratory Education Unit code :UEd 1.2 credist :2 coefficients :2	Social Auditing	2	2	1h30	1h30	45h	5h00	40%	-	60%
Transverse Education Unit code :UET 1.2 credits :1 coefficients :1	Specialized Foreign Language 02	1	1	-	1h30	22h30	2h30	40%	-	60%
Total of semester 2		30	15	10h30	12 h	337h30	367h30			

**3-third semester :**

Unités d'enseignement	Intitulé de la matière	Crédits	Coefficients			VHS 15 WEEKS	Do Activities	Evaluation mode		
				On Line COURS	Forums			Continuos Evaluation		Attendance Exam
								Learning platform	Forum	
fundamental Education unit code :UEF 2.1 credits :18 coefficients :8	Social Risk Management	6	3	1h30	1h30	45h	105h00	40%	-	60%
	Change Management	6	3	1h30	1h30	45h	105h00	40%	-	60%
	Administrative Leadership	6	3	1h30	1h30	45h	105h00	40%	-	60%
Methodological Education Unit code :UEM 2.1 credits :9 coefficients :4	Statistical Software	5	2	1h30	1h30	45h	65h	40%	-	60%
	competency Management	4	2	1h30	1h30	45h	55h	40%	-	60%
Exploratory Education Unit code :UEd 2.1 credits :2 coefficients :2	Public Service Basic Law	2	2	1h30	1h30	45h	5h	40%	-	60%
Transverse Education Unit code :UET 2.1 credits :1 coefficients :1	Seminar on Labor Disputes	1	1	-	1h30	22h30	2h30	40%	-	60%
Total of semester 1		30	16	9h	10h30	292h30	442h30			

#### 4-fourth semester

An internship in an institution or company that culminates in a memorandum discussing

	Weekly hourly volume	credits	coefficient
Personal work	30h/w	30	<b>04</b>
Field study (in various formats according to the subject of the memorandum)	03h/w	/	/
Forums (certificate of attendance of a forum or training or training course in the second year Master)	02 h/w	/	/
Other work (determined by the pedagogical committee of specialization)	05 h/w	/	/
<b>Total Semester 4 (15 weeks)</b>	<b>600 h</b>	<b>30</b>	<b>04</b>

Coordinator of the Program: Hebaché sami (Chair Person of Speciality)

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