

MSc IN HUMAN RESOURCES MANAGEMENT AND ORGANIZATIONAL CONSULTING

Study Plan

1st Year

1st Year - 1st Semester

		CREDITS
> Healthy Organizations	Mandatory Course	6.0
> Current Challenges in Human Resource Management	Mandatory Course	6.0
> Strategic and International Human Resource Management	Mandatory Course	6.0
> Innovation and Organizational Change	Mandatory Course	6.0
> Human Resource Systems and Rewards Management	Mandatory Course	6.0
Total		30.0*

1st Year - 2nd Semester

		CREDITS
> Free Elective(s)	Recommended Free Elective(s)	6.0
> Human Resource Management Research: Quantitative Data Analysis	Mandatory Course	6.0
> Specialization Area selection ¹	Mandatory Course	18.0

Organizational Behavior and Consultancy			Human Resource Management		
ORGANIZATIONAL BEHAVIOR AND CONSULTANCY		CREDITS	HUMAN RESOURCE MANAGEMENT		CREDITS
> Consulting and Diagnosis Techniques	Mandatory Course	6.0	> Human Resource Attraction, Selection and Development	Mandatory Course	6.0
> Leadership Development, Decision Processes and Negotiation	Mandatory Course	6.0	> Human Resource Analytics and Internal Auditing	Mandatory Course	6.0
> Organizational Intervention Techniques	Mandatory Course	6.0	> Regulation and Labour Markets	Mandatory Course	6.0
Total					30.0*



GENERAL INFORMATION			
DURATION	LANGUAGES	ECTS	SCHEDULE
2 YEARS	ENGLISH or PORTUGUESE	120	DAYTIME

2nd Year

2nd Year – 1st Semester

		CREDITS
> Seminar in Human Resource Management and Organizational Consultancy	Mandatory Course	6.0
> Free Elective(s) or > Internship in HRMOC ²	Recommended Elective	6.0
	Total	12.0*

2nd Year – 1st and 2nd Semester

		CREDITS
> Master Dissertation or Master Project in GRHCO	Mandatory Course	48.0
	Total	48.0*

*120.0 Credits for Approval = 60.0 mandatory courses credits +18.0 specialization credits + 6.0 optional course credits (free elective(s)/Internship) + 48.0 Master Dissertation/Project in Human Resources Management and Organizational Consulting

Total 120.0

Consolidation Topics:

02332 | Fundamentals of Applied Statistics
02919 | Human Resources Management Basics

Since not all degree candidates have the same academic and professional backgrounds, Iscte Business School offers an introductory term called Consolidation Topics. The admissions committee may recommend this introductory term after appraising the applicant's CV. This special preparation will enable students to adapt more easily to the complex issues discussed in their required courses.

Notes:

- Optional courses will only be held if they achieve a minimum number of enrollments.
- ¹Optional credits for 2nd year/1st semester can also include an Internship in Human Resource Management and Organizational Consultancy.
- ²Students will have to choose one area of expertise, by the end of the first semester. Priority will be given depending on the ranking obtained at the admission to the Program. The slot for each area of expertise is 23 students.