



**République Tunisienne**  
**Ministère de l'Enseignement Supérieur et de la Recherche Scientifique**  
**Université de Carthage**

**INSTITUT NATIONAL DU TRAVAIL ET DES ETUDES SOCIALES DE TUNIS**

**Parcours: LI560203 Domaine: Sciences Economiques et Sciences de Gestion Mention: Sciences de Gestion Spécialite: Gestion des Ressources Humaines**

**LES UE OBLIGATOIRES : Semestre 1 du Niveau 3 : Groupe d'enseignement 3LI SC GEST: GRH 1**

| Session Principale<br>2023 - 2024 |                       | Théories des organisations |      |      |              |         |   |       |   | Psychosociologie des organisations |      |      |              |           |   |       |   | Droit et Management de la qualité         |       |              |       |                  |        |      |              | Activité pratique   |   |       |   |                           |      |       |              | Langue et soft skills         |   |      |   |         |      |              |       |   |        |      |              |       |   |       |   |
|-----------------------------------|-----------------------|----------------------------|------|------|--------------|---------|---|-------|---|------------------------------------|------|------|--------------|-----------|---|-------|---|---|-------|--------------|-------|------------------|--------|------|--------------|---------------------|---|-------|---|---------------------------|------|-------|--------------|-------------------------------|---|------|---|---------|------|--------------|-------|---|--------|------|--------------|-------|---|-------|---|
|                                   |                       | Théories des organisations |      |      |              |         |   |       |   | Psychosociologie des organisations |      |      |              |           |   |       |   | Management de la qualité et certification |       |              |       | Droit du travail |        |      |              | Etude de cas en GRH |   |       |   | Compétences linguistiques |      |       |              | Compétences entrepreneuriales |   |      |   |         |      |              |       |   |        |      |              |       |   |       |   |
|                                   |                       | Cr: 4                      |      |      |              | Coef: 2 |   |       |   | Cr: 5                              |      |      |              | Coef: 2.5 |   |       |   | Cr: 3                                     |       |              |       | Coef: 1.5        |        |      |              | Cr: 5               |   |       |   | Coef: 2.5                 |      |       |              | Cr: 2                         |   |      |   | Coef: 1 |      |              |       |   |        |      |              |       |   |       |   |
|                                   |                       | EXAMEN                     | DS 1 | DS 2 | AUTRE NOTE 1 | M       | C | M     | C | EXAMEN                             | DS 1 | DS 2 | AUTRE NOTE 1 | M         | C | M     | C | EXAMEN                                    | DS 1  | AUTRE NOTE 1 | M     | C                | EXAMEN | DS 1 | AUTRE NOTE 1 | M                   | C | M     | C | DS 1                      | DS 2 | DS 3  | AUTRE NOTE 1 | M                             | C | M    | C | EXAMEN  | DS 1 | AUTRE NOTE 1 | M     | C | EXAMEN | DS 1 | AUTRE NOTE 1 | M     | C | M     | C |
| .....449                          | ABROUS ILYES          | 7.5                        | 9.5  | 11   | 7            | 8       | 0 | 8     | 0 | 13.5                               | 6    | 11.5 | 10           | 12.2      | 5 | 12.2  | 5 | 10  | 5.5   | 13           | 9.4   | 0                | 16     | 8    | 6            | 13.4                | 3 | 11.4  | 6 | 5                         | 5    | 5     | 10           | 6                             | 0 | 6    | 0 | 14.5    | 15.5 | 15           | 14.75 | 2 | 12.25  | 11.5 | 9            | 11.77 | 3 | 12.96 | 5 |
| .....359                          | AMER SARRA            | 14.5                       | 13   | 12.5 | 14           | 14.1    | 4 | 14.1  | 4 | 13.5                               | 8    | 13   | 13           | 12.85     | 5 | 12.85 | 5 | 7.25                                      | 4     | 13.75        | 7.25  | 0                | 10     | 10   | 13           | 10.3                | 3 | 8.78  | 3 | 12.25                     | 5    | 5     | 15           | 9.9                           | 0 | 9.9  | 0 | 10      | 5.5  | 14.5         | 9.5   | 0 | 10.5   | 9    | 13.5         | 10.5  | 3 | 10.12 | 5 |
| .....581                          | AOUELI MARYEM         | 9                          | 12.5 | 13   | 14           | 10.25   | 4 | 10.25 | 4 | 11.25                              | 7    | 14   | 13           | 11.27     | 5 | 11.27 | 5 | 15  | 11.5  | 11           | 13.9  | 3                | 13     | 3    | 12           | 10.9                | 3 | 12.4  | 6 | 7.25                      | 8    | 7.25  | 16.5         | 9.4                           | 0 | 9.4  | 0 | 8       | 9.5  | 14.5         | 8.9   | 0 | 10.5   | 10   | 14.5         | 10.8  | 3 | 10.06 | 5 |
| .....513                          | ASKRI MOLKA           | 12                         | 10.5 | 12.5 | 10           | 11.7    | 4 | 11.7  | 4 | 12                                 | 8    | 11   | 10           | 11.3      | 5 | 11.3  | 5 | 11.5                                      | 12    | 12           | 11.65 | 3                | 12     | 6    | 14           | 11                  | 3 | 11.33 | 6 | 8.5                       | 8    | 8     | 14           | 9.4                           | 0 | 9.4  | 0 | 15      | 13   | 16           | 14.7  | 2 | 14     | 12   | 15           | 13.7  | 3 | 14.1  | 5 |
| .....097                          | ATRI WALA             | 15                         | 9.5  | 13   | 15           | 14.25   | 4 | 14.25 | 4 | 8                                  | 10   | 10   | 13           | 8.9       | 0 | 8.9   | 0 | 11.25                                     | 10.5  | 11           | 11.08 | 3                | 10     | 10   | 11           | 10.1                | 3 | 10.59 | 6 | 15.25                     | 8    | 8     | 14.5         | 12.2                          | 5 | 12.2 | 5 | 10.5    | 7.5  | 13           | 10.15 | 2 | 15.75  | 14.5 | 13           | 15.22 | 3 | 13.19 | 5 |
| .....656                          | AYADI MANAR           | 11                         | 12   | 12.5 | 18           | 11.95   | 4 | 11.95 | 4 | 15                                 | 5    | 15   | 11           | 13.6      | 5 | 13.6  | 5 | 9.25                                      | 12    | 14           | 10.27 | 3                | 10     | 6    | 14           | 9.6                 | 0 | 9.94  | 3 | 10.25                     | 8    | 8     | 15           | 10.3                          | 5 | 10.3 | 5 | 6       | 7    | 8            | 6.4   | 0 | 15.75  | 8    | 14.5         | 14.08 | 3 | 11.01 | 5 |
| .....551                          | BEN AMOR MOHAMED AZIZ | 16.5                       | 12   | 16   | 16           | 15.95   | 4 | 15.95 | 4 | 14.5                               | 11   | 14.5 | 12           | 13.9      | 5 | 13.9  | 5 | 12  | 12.5  | 14           | 12.3  | 3                | 16     | 18   | 20           | 16.8                | 3 | 14.55 | 6 | 10.75                     | 11   | 10.75 | 16           | 11.9                          | 5 | 11.9 | 5 | 12.5    | 13   | 17           | 13.05 | 2 | 15.75  | 15.5 | 15           | 15.62 | 3 | 14.59 | 5 |
| .....474                          | BOUABDALLA H MAHER    | 12.5                       | 12.5 | 15   | 10           | 12.5    | 4 | 12.5  | 4 | 10                                 | 2    | 13   | 10           | 9.5       | 0 | 9.5   | 0 | 9   | 8.5   | 11.75        | 9.1   | 0                | 10     | 5    | 5            | 8.5                 | 0 | 8.84  | 0 | 9.5                       | 5    | 5     | 14.5         | 8.7                           | 0 | 8.7  | 0 | 6.5     | 10.5 | 13.5         | 8     | 0 | 14     | 6    | 14.5         | 12.45 | 3 | 10.67 | 5 |
| .....910                          | CHAABANI MOHAMED AZIZ | 11                         | 9    | 13   | 8            | 10.7    | 4 | 10.7  | 4 | 10                                 | 5    | 13.5 | 10           | 9.85      | 0 | 9.85  | 0 | 10.75                                     | 1     | 13.75        | 9.1   | 0                | 12     | 12   | 9            | 11.7                | 3 | 10.4  | 6 | 5.5                       | 5    | 5     | 15           | 7.2                           | 0 | 7.2  | 0 | 13.5    | 8.5  | 14           | 12.55 | 2 | 10.5   | 9    | 13.5         | 10.5  | 3 | 11.32 | 5 |
| .....771                          | CHAIEB NOURA          | 14                         | 12.5 | 13.5 | 15           | 13.9    | 4 | 13.9  | 4 | 11.5                               | 8    | 11.5 | 14           | 11.4      | 5 | 11.4  | 5 | 13.25                                     | 11.5  | 11.5         | 12.72 | 3                | 5      | 6    | 12           | 5.9                 | 0 | 9.31  | 3 | 13.25                     | 11   | 11    | 14           | 12.5                          | 5 | 12.5 | 5 | 11.5    | 9.5  | 14           | 11.35 | 2 | 14     | 13   | 12.5         | 13.65 | 3 | 12.73 | 5 |
| .....200                          | CHEBBI FARAH          | 10.5                       | 14.5 | 8.5  | 8            | 10.45   | 4 | 10.45 | 4 | 11                                 | 8    | 9    | 10           | 10.4      | 5 | 10.4  | 5 | 17  | 8     | Abs          | 13.5  | 3                | 11     | 3    | 7            | 9                   | 0 | 11.25 | 6 | 3.25                      | 5    | 3.25  | 13.5         | 6                             | 0 | 6    | 0 | 13.5    | 9.5  | 8            | 12.15 | 2 | 14     | 8.25 | 9            | 12.35 | 3 | 12.27 | 5 |
| .....343                          | CHEHER HAMZA          | 12                         | 10   | 10.5 | 8            | 11.25   | 4 | 11.25 | 4 | 8                                  | 4    | 14   | 10           | 8.4       | 0 | 8.4   | 0 | 6   | 12.5  | 14           | 8.1   | 0                | 10     | 10   | 11           | 10.1                | 3 | 9.1   | 3 | 4.5                       | 5    | 4.5   | 14.5         | 6.7                           | 0 | 6.7  | 0 | 7.5     | 12.5 | 12           | 8.95  | 0 | 7      | 5    | 14.5         | 7.3   | 0 | 7.99  | 0 |
| .....901                          | HADDED GHOFRANE       | 10.5                       | 9    | 14   | 12           | 10.85   | 4 | 10.85 | 4 | 14.75                              | 9    | 12   | 10           | 13.42     | 5 | 13.42 | 5 | 3.75                                      | 10.5  | 11           | 5.82  | 0                | 11     | Abs  | 12           | 8.9                 | 0 | 7.36  | 0 | 6                         | 10   | 6     | 17           | 9.8                           | 0 | 9.8  | 0 | 12      | 12   | 8            | 11.6  | 2 | 14     | 6    | 9            | 11.9  | 3 | 11.78 | 5 |
| .....883                          | HKIRI SABRINE         | 17                         | 16.5 | 13.5 | 18.5         | 16.75   | 4 | 16.75 | 4 | 13.5                               | 11   | 12   | 14           | 13.15     | 5 | 13.15 | 5 | 14  | 10.75 | 12           | 13.15 | 3                | 14     | 14   | 18           | 14.4                | 3 | 13.78 | 6 | 10                        | 12   | 10    | 16.5         | 12.1                          | 5 | 12.1 | 5 | 10.5    | 8    | 16           | 10.55 | 2 | 12.25  | 14   | 15.5         | 12.92 | 3 | 11.97 | 5 |

**Parcours: LI560203 Domaine: Sciences Economiques et Sciences de Gestion Mention: Sciences de Gestion Specialite: Gestion des Ressources Humaines**

**LES UE OBLIGATOIRES : Semestre 1 du Niveau 3 : Groupe d'enseignement 3LI SC GEST: GRH 1**

| Session Principale<br>2023 - 2024 |                     | Théories des organisations |       |      |              |         |   |       |   | Psychosociologie des organisations |      |      |              |           |   |       |   | Droit et Management de la qualité         |      |              |       |                  |        |           |              | Activité pratique   |   |           |   |                           |      |         |              | Langue et soft skills         |   |           |   |        |      |              |       |   |        |      |              |       |   |       |   |
|-----------------------------------|---------------------|----------------------------|-------|------|--------------|---------|---|-------|---|------------------------------------|------|------|--------------|-----------|---|-------|---|---|------|--------------|-------|------------------|--------|-----------|--------------|---------------------|---|-----------|---|---------------------------|------|---------|--------------|-------------------------------|---|-----------|---|--------|------|--------------|-------|---|--------|------|--------------|-------|---|-------|---|
|                                   |                     | Théories des organisations |       |      |              |         |   |       |   | Psychosociologie des organisations |      |      |              |           |   |       |   | Management de la qualité et certification |      |              |       | Droit du travail |        |           |              | Etude de cas en GRH |   |           |   | Compétences linguistiques |      |         |              | Compétences entrepreneuriales |   |           |   |        |      |              |       |   |        |      |              |       |   |       |   |
|                                   |                     | Cr: 4                      |       |      |              | Coef: 2 |   |       |   | Cr: 5                              |      |      |              | Coef: 2.5 |   |       |   | Cr: 3                                     |      | Coef: 1.5    |       | Cr: 3            |        | Coef: 1.5 |              | Cr: 5               |   | Coef: 2.5 |   | Cr: 2                     |      | Coef: 1 |              | Cr: 3                         |   | Coef: 1.5 |   |        |      |              |       |   |        |      |              |       |   |       |   |
|                                   |                     | EXAMEN                     | DS 1  | DS 2 | AUTRE NOTÉ 1 | M       | C | M     | C | EXAMEN                             | DS 1 | DS 2 | AUTRE NOTÉ 1 | M         | C | M     | C | EXAMEN                                    | DS 1 | AUTRE NOTÉ 1 | M     | C                | EXAMEN | DS 1      | AUTRE NOTÉ 1 | M                   | C | M         | C | DS 1                      | DS 2 | DS 3    | AUTRE NOTÉ 1 | M                             | C | M         | C | EXAMEN | DS 1 | AUTRE NOTÉ 1 | M     | C | EXAMEN | DS 1 | AUTRE NOTÉ 1 | M     | C | M     | C |
| .....139                          | JLASSI IKRAM        | 9                          | 13.5  | 13   | 12           | 10.15   | 4 | 10.15 | 4 | 14.5                               | 9    | 0    | 10           | 12.05     | 5 | 12.05 | 5 | 4.5                                       | 13   | 15           | 7.25  | 0                | 10     | 3         | 12           | 8.8                 | 0 | 8.02      | 0 | 6.75                      | 5    | 5       | 12.5         | 7.2                           | 0 | 7.2       | 0 | 15.5   | 13   | 14           | 14.85 | 2 | 15.75  | 13   | 11           | 14.72 | 3 | 14.77 | 5 |
| .....491                          | LACHHEB MOUHEB      | 6                          | 10.5  | 8    | 11           | 7.15    | 0 | 7.15  | 0 | 10                                 | 5    | 12   | 10           | 9.7       | 0 | 9.7   | 0 | 5.75                                      | 0    | 0            | 4.02  | 0                | 5      | 10        | 9            | 6.4                 | 0 | 5.21      | 0 | 6.25                      | 5    | 5       | 14.5         | 7.4                           | 0 | 7.4       | 0 | 12     | 11.5 | 13.5         | 12.05 | 2 | 15.75  | 9    | 9            | 13.72 | 3 | 13.05 | 5 |
| .....652                          | MABROUK SAYDA       | 5.5                        | 10.5  | 9.5  | 16           | 7.45    | 0 | 7.45  | 0 | 11                                 | 3    | Abs  | 11           | 9.1       | 0 | 9.1   | 0 | 7   | 7    | 10           | 7.3   | 0                | 12     | 8         | 14           | 11.4                | 3 | 9.35      | 3 | 8.75                      | 5    | 5       | 13.5         | 8.2                           | 0 | 8.2       | 0 | 7.5    | 6.5  | 14.5         | 8     | 0 | 12.25  | 11   | 13.5         | 12.12 | 3 | 10.47 | 5 |
| .....646                          | MEJRI SYRINE        | 11.5                       | 13.5  | 10   | 8            | 11.2    | 4 | 11.2  | 4 | 14                                 | 13   | 0    | 10           | 12.1      | 5 | 12.1  | 5 | 8   | 14   | 13           | 9.7   | 0                | 8      | 9         | Abs          | 7.4                 | 0 | 8.55      | 0 | 7                         | 15   | 7       | 13.5         | 11.5                          | 5 | 11.5      | 5 | 13.5   | 15   | 15           | 13.95 | 2 | 15.75  | 12   | 9            | 14.32 | 3 | 14.17 | 5 |
| .....786                          | Melien WISSAL       | 12                         | 8.5   | 8.5  | 18           | 11.9    | 4 | 11.9  | 4 | 15                                 | 5    | 15   | 11           | 13.6      | 5 | 13.6  | 5 | 5   | 14.5 | 14           | 7.8   | 0                | 8      | 8         | 13           | 8.5                 | 0 | 8.15      | 0 | 8.75                      | 8    | 8       | 15           | 9.7                           | 0 | 9.7       | 0 | 12     | 7    | 15           | 11.3  | 2 | 15.75  | 13.5 | 14.5         | 15.17 | 3 | 13.62 | 5 |
| .....963                          | MOUMNI MOHAMED AZIZ | 11.5                       | 8     | 13   | 16           | 11.75   | 4 | 11.75 | 4 | 10                                 | 3    | 0    | 10           | 8.3       | 0 | 8.3   | 0 | 7.5                                       | 2    | 10           | 6.65  | 0                | 5      | 5         | 8            | 5.3                 | 0 | 5.98      | 0 | 6.25                      | 6    | 6       | 15           | 7.9                           | 0 | 7.9       | 0 | 12.5   | 9.5  | 12.5         | 11.9  | 2 | 14     | 10   | 14.5         | 13.25 | 3 | 12.71 | 5 |
| .....001                          | OUESLATI RIHAB      | 16.5                       | 13    | 13.5 | 9            | 15.1    | 4 | 15.1  | 4 | 12.5                               | 4    | 0    | 10           | 10.15     | 5 | 10.15 | 5 | 4.5                                       | 5    | 10           | 5.15  | 0                | 3      | 1         | 5            | 2.8                 | 0 | 3.98      | 0 | 1                         | 3    | 1       | 10           | 3.6                           | 0 | 3.6       | 0 | 8      | 15   | 8            | 9.4   | 0 | 14     | 1    | 9            | 10.9  | 3 | 10.3  | 5 |
| .....664                          | ROUINI MONAOM       | 17.5                       | 14    | 14.5 | 18           | 16.9    | 4 | 16.9  | 4 | 12.5                               | 11   | 15.5 | 17           | 13.1      | 5 | 13.1  | 5 | 11.5                                      | 12   | 12           | 11.65 | 3                | 10     | 10        | 10           | 10                  | 3 | 10.83     | 6 | 8.25                      | 11   | 8.25    | 15           | 10.7                          | 5 | 10.7      | 5 | 8.5    | 10   | 14           | 9.35  | 0 | 12.5   | 9    | 14.5         | 12    | 3 | 10.94 | 5 |
| .....225                          | SABBEGH MARIEM      | 16.5                       | 11    | 13   | 15           | 15.45   | 4 | 15.45 | 4 | 12                                 | 8    | 11   | 13           | 11.6      | 5 | 11.6  | 5 | 7.75                                      | 1.5  | 12           | 6.92  | 0                | 10     | 6         | 14           | 9.6                 | 0 | 8.26      | 0 | 9.25                      | 10   | 9.25    | 14.5         | 10.6                          | 5 | 10.6      | 5 | 9.5    | 5.5  | 14           | 9.15  | 0 | 12.25  | 9    | 12.5         | 11.62 | 3 | 10.63 | 5 |
| .....275                          | SAIDANI ISLEM       | 6                          | 10.5  | 13.5 | 14           | 8       | 0 | 8     | 0 | 13                                 | 5    | 14.5 | 10           | 12.05     | 5 | 12.05 | 5 | 6.75                                      | 2    | 10           | 6.12  | 0                | 7      | 6         | 12           | 7.3                 | 0 | 6.71      | 0 | 10                        | 8    | 8       | 18           | 10.8                          | 5 | 10.8      | 5 | 5.5    | 1    | 8            | 4.85  | 0 | 10.5   | 12.5 | 9            | 10.75 | 3 | 8.39  | 3 |
| .....437                          | SAIDANI KARIMA      | 11.5                       | 14.5  | 12   | 16           | 12.3    | 4 | 12.3  | 4 | 14.5                               | 15   | 12   | 11           | 13.95     | 5 | 13.95 | 5 | 7.5                                       | 12.5 | 12           | 8.95  | 0                | 10     | 14        | 15           | 11.3                | 3 | 10.12     | 6 | 9.25                      | 10   | 9.25    | 14.5         | 10.6                          | 5 | 10.6      | 5 | 11     | 7.5  | 15           | 10.7  | 2 | 10.5   | 15   | 14.5         | 11.8  | 3 | 11.36 | 5 |
| .....417                          | TALEB SARRA         | 10.5                       | 11    | 12   | 16           | 11.25   | 4 | 11.25 | 4 | 11.5                               | 7    | Abs  | 11           | 9.85      | 0 | 9.85  | 0 | 6.75                                      | 8.75 | 10           | 7.48  | 0                | 11     | 18        | 14           | 12.7                | 3 | 10.09     | 6 | 9.75                      | 11   | 9.75    | 13.5         | 11                            | 5 | 11        | 5 | 10     | 6.5  | 14.5         | 9.75  | 0 | 12.25  | 13   | 12.5         | 12.42 | 3 | 11.35 | 5 |
| .....615                          | YAAKOUBI MOLKA      | 13                         | 10.5  | 14   | 10           | 12.55   | 4 | 12.55 | 4 | 15                                 | 6    | 12   | 10           | 13.3      | 5 | 13.3  | 5 | 5.5                                       | 12.5 | 14           | 7.75  | 0                | 10     | 5         | 11           | 9.1                 | 0 | 8.42      | 0 | 7.75                      | 8    | 7.75    | 13.5         | 9                             | 0 | 9         | 0 | 9.5    | 10   | 14.5         | 10.1  | 2 | 10.5   | 6    | 9            | 9.45  | 0 | 9.71  | 2 |
| .....323                          | ZAALOUNI MAROUEEN   | 8                          | 10.75 | 12   | 10           | 8.88    | 0 | 8.88  | 0 | 11                                 | 2    | 0    | 10           | 8.9       | 0 | 8.9   | 0 | 5.5                                       | 9.5  | 11           | 6.85  | 0                | 11     | 3         | 3            | 8.6                 | 0 | 7.72      | 0 | 6.5                       | 5    | 5       | 13.5         | 7.3                           | 0 | 7.3       | 0 | 9.5    | 9.5  | 14.5         | 10    | 2 | 14     | 7    | 9            | 12.1  | 3 | 11.26 | 5 |
| .....367                          | ZAALOUNI RAYEN      | 10.5                       | 13.5  | 11   | 10           | 10.8    | 4 | 10.8  | 4 | 13.5                               | 7    | 0    | 10           | 11.15     | 5 | 11.15 | 5 | 8.75                                      | 10.5 | 10           | 9.22  | 0                | 9      | 14        | 3            | 9.4                 | 0 | 9.31      | 0 | 10.5                      | 10   | 10      | 13.5         | 10.9                          | 5 | 10.9      | 5 | 11     | 8    | 14.5         | 10.75 | 2 | 14     | 10.5 | 9            | 12.8  | 3 | 11.98 | 5 |

**Parcours: LI560203 Domaine: Sciences Economiques et Sciences de Gestion Mention: Sciences de Gestion Specialite: Gestion des Ressources Humaines**

| LES UE OBLIGATOIRES : Semestre 1 du Niveau 3 : Groupe d'enseignement 3LI SC GEST: GRH 2 |                         |                            |      |      |              |         |   |       |   |                                    |      |       |              |           |   |       |   |   |      |              |       |                  |        |           |              |                     |   |           |   |                           |      |         |              |                               |   |           |   |        |      |              |       |   |        |       |              |       |   |       |   |
|---|-------------------------|----------------------------|------|------|--------------|---------|---|-------|---|------------------------------------|------|-------|--------------|-----------|---|-------|---|---|------|--------------|-------|------------------|--------|-----------|--------------|---------------------|---|-----------|---|---------------------------|------|---------|--------------|-------------------------------|---|-----------|---|--------|------|--------------|-------|---|--------|-------|--------------|-------|---|-------|---|
| Session Principale<br>2023 - 2024   |                         | Théories des organisations |      |      |              |         |   |       |   | Psychosociologie des organisations |      |       |              |           |   |       |   | Droit et Management de la qualité         |      |              |       |                  |        |           |              | Activité pratique   |   |           |   |                           |      |         |              | Langue et soft skills         |   |           |   |        |      |              |       |   |        |       |              |       |   |       |   |
|   |                         | Théories des organisations |      |      |              |         |   |       |   | Psychosociologie des organisations |      |       |              |           |   |       |   | Management de la qualité et certification |      |              |       | Droit du travail |        |           |              | Etude de cas en GRH |   |           |   | Compétences linguistiques |      |         |              | Compétences entrepreneuriales |   |           |   |        |      |              |       |   |        |       |              |       |   |       |   |
|   |                         | Cr: 4                      |      |      |              | Coef: 2 |   |       |   | Cr: 5                              |      |       |              | Coef: 2.5 |   |       |   | Cr: 3                                     |      | Coef: 1.5    |       | Cr: 3            |        | Coef: 1.5 |              | Cr: 5               |   | Coef: 2.5 |   | Cr: 2                     |      | Coef: 1 |              | Cr: 3                         |   | Coef: 1.5 |   |        |      |              |       |   |        |       |              |       |   |       |   |
|   |                         | EXAMEN                     | DS 1 | DS 2 | AUTRE NOTÉ 1 | M       | C | M     | C | EXAMEN                             | DS 1 | DS 2  | AUTRE NOTÉ 1 | M         | C | M     | C | EXAMEN                                    | DS 1 | AUTRE NOTÉ 1 | M     | C                | EXAMEN | DS 1      | AUTRE NOTÉ 1 | M                   | C | M         | C | DS 1                      | DS 2 | DS 3    | AUTRE NOTÉ 1 | M                             | C | M         | C | EXAMEN | DS 1 | AUTRE NOTÉ 1 | M     | C | EXAMEN | DS 1  | AUTRE NOTÉ 1 | M     | C | M     | C |
| .....385  | ATTIA RANIA             | 11.5                       | 9    | 11.5 | 10           | 11.1    | 4 | 11.1  | 4 | 12.5                               | 8    | 12    | 10           | 11.75     | 5 | 11.75 | 5 | 6   | 4    | 10           | 6     | 0                | 6      | 5         | 12           | 6.4                 | 0 | 6.2       | 0 | 6.75                      | 6    | 6       | 13           | 7.7                           | 0 | 7.7       | 0 | 11.5   | 8.5  | 14.5         | 11.2  | 2 | 15.75  | 10.5  | 10           | 14.12 | 3 | 12.95 | 5 |
| .....244  | AYADI SALMA             | 4                          | 13   | 14   | 14           | 6.9     | 0 | 6.9   | 0 | 12                                 | 10   | 14    | 13           | 12.1      | 5 | 12.1  | 5 | 10  | 10   | 14.25        | 10.42 | 3                | 8      | 3         | 10           | 7.2                 | 0 | 8.81      | 3 | 8                         | 8    | 8       | 14.5         | 9.3                           | 0 | 9.3       | 0 | 11     | 5    | 8            | 9.5   | 0 | 15.75  | 12.25 | 9            | 14.37 | 3 | 12.42 | 5 |
| .....603  | AZZABOU WALA            | 10                         | 9    | 9.5  | 16           | 10.45   | 4 | 10.45 | 4 | 11                                 | 11   | 16    | 10           | 11.4      | 5 | 11.4  | 5 | 7.5                                       | Abs  | 13           | 6.55  | 0                | 9      | 10        | 8            | 9.1                 | 0 | 7.82      | 0 | 6.25                      | 10   | 6.25    | 15           | 9.5                           | 0 | 9.5       | 0 | 10     | 9    | 14.5         | 10.25 | 2 | 10.5   | 9     | 13           | 10.45 | 3 | 10.37 | 5 |
| .....610  | BELAAM ONS              | 7                          | 6.75 | 11   | 14           | 8.08    | 0 | 8.08  | 0 | 11                                 | 8    | 0     | 14           | 9.9       | 0 | 9.9   | 0 | 13.25                                     | 11   | 14.75        | 12.95 | 3                | 8      | 6         | 8            | 7.6                 | 0 | 10.27     | 6 | 10.75                     | 12   | 10.75   | 12           | 11.5                          | 5 | 11.5      | 5 | 16.5   | 11   | 8            | 14.55 | 2 | 15.75  | 14.5  | 9            | 14.82 | 3 | 14.71 | 5 |
| .....995  | BELGHITH HADIL          | 13.5                       | 13   | 11.5 | 15           | 13.4    | 4 | 13.4  | 4 | 15                                 | 13   | Abs   | 14           | 13.2      | 5 | 13.2  | 5 | 16  | 13.5 | 14.75        | 15.38 | 3                | 12     | 16        | 20           | 13.6                | 3 | 14.49     | 6 | 13                        | 12   | 12      | 16           | 13.2                          | 5 | 13.2      | 5 | 15     | 10.5 | 15.5         | 14.15 | 2 | 15.75  | 12    | 14.5         | 14.87 | 3 | 14.58 | 5 |
| .....979  | BEN AMOR MELEK          | 13.5                       | 10.5 | 13   | 10           | 12.8    | 4 | 12.8  | 4 | 9                                  | 10   | Abs   | 10           | 8.3       | 0 | 8.3   | 0 | 10.75                                     | 11.5 | 11.75        | 11    | 3                | 9      | 9         | 9            | 9                   | 0 | 10        | 6 | 8.25                      | 10   | 8.25    | 13.5         | 10                            | 5 | 10        | 5 | 13.5   | 12.5 | 14           | 13.35 | 2 | 17.75  | 11    | 9.5          | 15.58 | 3 | 14.69 | 5 |
| .....343  | BEN BELAID OUSSAMA      | 8.5                        | 13   | 14   | 14           | 10.05   | 4 | 10.05 | 4 | 9.5                                | 2    | 9     | 10           | 8.75      | 0 | 8.75  | 0 | 11.25                                     | 9.5  | 10           | 10.77 | 3                | 7      | 3         | 8            | 6.3                 | 0 | 8.54      | 3 | 4.75                      | 8    | 4.75    | 12.5         | 7.6                           | 0 | 7.6       | 0 | 12     | 12.5 | 15           | 12.4  | 2 | 15.75  | 11    | 9            | 14.12 | 3 | 13.43 | 5 |
| .....150  | BEN CHROUDA RIHAB       | 11.5                       | 10.5 | 14   | 8            | 11.3    | 4 | 11.3  | 4 | 13                                 | 7    | 10    | 10           | 11.8      | 5 | 11.8  | 5 | 7.75                                      | 4.5  | 10           | 7.32  | 0                | 4      | 1         | 3            | 3.3                 | 0 | 5.31      | 0 | 4                         | 8    | 4       | 11.5         | 7.1                           | 0 | 7.1       | 0 | 8      | 8.5  | 8            | 8.1   | 0 | 15.75  | 13    | 13           | 14.92 | 3 | 12.19 | 5 |
| .....708  | BEN HAMZA MOHAMED AMINE | 12.25                      | 12   | 14   | 15           | 12.67   | 4 | 12.67 | 4 | 11.25                              | 8    | 15    | 10           | 11.17     | 5 | 11.17 | 5 | 8.5                                       | 10   | 12           | 9.15  | 0                | 10     | 3         | 14           | 9                   | 0 | 9.08      | 0 | 14.5                      | 11   | 11      | 16           | 13.4                          | 5 | 13.4      | 5 | 13     | 9.5  | 16           | 12.6  | 2 | 17.5   | 14    | 14.5         | 16.5  | 3 | 14.94 | 5 |
| .....250  | BEN SALAH LEILA         | 8.5                        | 13   | 12   | 15           | 9.95    | 0 | 9.95  | 0 | 16                                 | 5    | 15.5  | 13           | 14.55     | 5 | 14.55 | 5 | 14.5                                      | 14   | 12           | 14.15 | 3                | 9      | 9         | 13           | 9.4                 | 0 | 11.78     | 6 | 14.75                     | 13   | 13      | 17           | 14.5                          | 5 | 14.5      | 5 | 15.5   | 12.5 | 16           | 14.95 | 2 | 17.5   | 14.5  | 15           | 16.65 | 3 | 15.97 | 5 |
| .....263  | BEN WAHIBA ISRA         | 14                         | 12.5 | 15   | 13           | 13.85   | 4 | 13.85 | 4 | 14.5                               | 7    | 9     | 12           | 12.95     | 5 | 12.95 | 5 | 6   | 2    | 10           | 5.6   | 0                | 9      | 11        | 9            | 9.4                 | 0 | 7.5       | 0 | 9.5                       | 8    | 8       | 11.5         | 9.3                           | 0 | 9.3       | 0 | 12.5   | 8    | 13.5         | 11.7  | 2 | 15.75  | 10    | 9            | 13.92 | 3 | 13.03 | 5 |
| .....082  | CHOURABI YESMINE        | 10                         | 6    | 12.5 | 8            | 9.65    | 0 | 9.65  | 0 | 8.5                                | Abs  | 10    | 10           | 7.95      | 0 | 7.95  | 0 | 10.5                                      | 2    | 10           | 8.75  | 0                | 10     | 3         | 0            | 7.6                 | 0 | 8.17      | 0 | 5                         | Abs  | Abs     | 10           | 4                             | 0 | 4         | 0 | 11.5   | 7    | 8            | 10.25 | 2 | 15.75  | 6     | 9            | 13.12 | 3 | 11.97 | 5 |
| .....933  | EZZEDDNE DALEND         | 11                         | Abs  | 14.5 | 17           | 10.85   | 4 | 10.85 | 4 | 13.75                              | 12   | 15.5  | 10           | 13.38     | 5 | 13.38 | 5 | 5   | Abs  | Abs          | 3.5   | 0                | 12     | 12        | 14           | 12.2                | 3 | 7.85      | 3 | 10.25                     | 10   | 10      | 17           | 11.5                          | 5 | 11.5      | 5 | 11     | 8    | 16           | 10.9  | 2 | 17.5   | 15.5  | 14           | 16.75 | 3 | 14.41 | 5 |
| .....439  | GHARBI ASMA             | 11.5                       | 12   | 12.5 | 12           | 11.7    | 4 | 11.7  | 4 | 10                                 | 5    | 11    | 13           | 9.9       | 0 | 9.9   | 0 | 10.25                                     | 8.5  | 10           | 9.88  | 0                | 12     | 0         | 7            | 9.1                 | 0 | 9.49      | 0 | 8                         | 7    | 7       | 11           | 8.2                           | 0 | 8.2       | 0 | 15.5   | 12.5 | 14           | 14.75 | 2 | 15.75  | 8     | 9            | 13.52 | 3 | 14.01 | 5 |
| .....842  | GHARBI SAMAR            | 11.5                       | 11   | 13   | 18           | 12.25   | 4 | 12.25 | 4 | 10.5                               | 14   | 16    | 13           | 11.65     | 5 | 11.65 | 5 | 12.5                                      | 2    | 10           | 10.15 | 3                | 10     | 8         | 17           | 10.3                | 3 | 10.23     | 6 | 7                         | 6    | 6       | 17           | 8.6                           | 0 | 8.6       | 0 | 14     | 13.5 | 16           | 14.1  | 2 | 14     | 10    | 14           | 13.2  | 3 | 13.56 | 5 |
| .....263  | GHARIANI MAISSA         | 9.5                        | 13   | 11.5 | 12           | 10.3    | 4 | 10.3  | 4 | 9.5                                | 2    | 11.5  | 13           | 9.3       | 0 | 9.3   | 0 | 13.75                                     | 11.5 | 11.5         | 13.08 | 3                | 12     | 0         | 4            | 8.8                 | 0 | 10.94     | 6 | 8.5                       | 7    | 7       | 13.5         | 8.9                           | 0 | 8.9       | 0 | 14.5   | 15.5 | 15           | 14.75 | 2 | 17.5   | 12    | 9            | 15.55 | 3 | 15.23 | 5 |
| .....577  | HAMMAMI CHAIMA          | 6.5                        | 6.5  | Abs  | 10           | 6.2     | 0 | 6.2   | 0 | 14.5                               | Abs  | 0     | 10           | 11.15     | 5 | 11.15 | 5 | 15.75                                     | Abs  | Abs          | 11.02 | 3                | 13     | Abs       | 0            | 9.1                 | 0 | 10.06     | 6 | 4.25                      | Abs  | Abs     | 10.5         | 3.8                           | 0 | 3.8       | 0 | 10     | Abs  | 0            | 7     | 0 | 15.75  | 5     | 9            | 12.92 | 3 | 10.55 | 5 |
| .....474  | HAMRAOUI IKHLAS         | 13                         | 17.5 | 14.5 | 18           | 14.1    | 4 | 14.1  | 4 | 14                                 | 12   | 12    | 13           | 13.5      | 5 | 13.5  | 5 | 9.5                                       | 6.5  | 12.5         | 9.2   | 0                | 10     | 10        | 18           | 10.8                | 3 | 10        | 6 | 9                         | 9    | 9       | 11           | 9.4                           | 0 | 9.4       | 0 | 12.5   | 10   | 16.5         | 12.4  | 2 | 9.75   | 15    | 15           | 11.32 | 3 | 11.75 | 5 |
| .....201  | JOUI NI ILHEM           | 10.5                       | 16.5 | 12   | 15           | 11.7    | 4 | 11.7  | 4 | 9                                  | 5    | 14.5  | 12           | 9.45      | 0 | 9.45  | 0 | 11  | 11   | 11           | 11    | 3                | 13     | 7         | 15           | 12                  | 3 | 11.5      | 6 | 7                         | 5    | 5       | 14           | 7.6                           | 0 | 7.6       | 0 | 13.5   | 10   | 15.5         | 13    | 2 | 15.75  | 13.5  | 14.5         | 15.17 | 3 | 14.3  | 5 |
| .....799  | JRIDI NIZAR             | 12                         | 15.5 | 12.5 | 15           | 12.7    | 4 | 12.7  | 4 | 12.5                               | 10   | 12.25 | 10           | 11.98     | 5 | 11.98 | 5 | 12  | 10.5 | 10.5         | 11.55 | 3                | 8      | 5         | 5            | 7.1                 | 0 | 9.33      | 3 | 11.25                     | 8    | 8       | 14           | 10.5                          | 5 | 10.5      | 5 | 10.5   | 12   | 14           | 11.15 | 2 | 19     | 11.5  | 11           | 16.7  | 3 | 14.48 | 5 |

**Parcours: LI560203 Domaine: Sciences Economiques et Sciences de Gestion Mention: Sciences de Gestion Specialite: Gestion des Ressources Humaines**

**LES UE OBLIGATOIRES : Semestre 1 du Niveau 3 : Groupe d'enseignement 3LI SC GEST: GRH 2**

| Session Principale<br>2023 - 2024 |                      | Théories des organisations |      |      |              |         |   |       |   | Psychosociologie des organisations |      |      |              |           |   |       |   | Droit et Management de la qualité         |      |              |       |                  |        |           |              | Activité pratique   |   |         |   |                           |      |      |              | Langue et soft skills         |   |      |   |        |      |              |       |       |        |           |              |       |   |       |   |
|-----------------------------------|----------------------|----------------------------|------|------|--------------|---------|---|-------|---|------------------------------------|------|------|--------------|-----------|---|-------|---|---|------|--------------|-------|------------------|--------|-----------|--------------|---------------------|---|---------|---|---------------------------|------|------|--------------|-------------------------------|---|------|---|--------|------|--------------|-------|-------|--------|-----------|--------------|-------|---|-------|---|
|                                   |                      | Théories des organisations |      |      |              |         |   |       |   | Psychosociologie des organisations |      |      |              |           |   |       |   | Management de la qualité et certification |      |              |       | Droit du travail |        |           |              | Etude de cas en GRH |   |         |   | Compétences linguistiques |      |      |              | Compétences entrepreneuriales |   |      |   |        |      |              |       |       |        |           |              |       |   |       |   |
|                                   |                      | Cr: 4                      |      |      |              | Coef: 2 |   |       |   | Cr: 5                              |      |      |              | Coef: 2.5 |   |       |   | Cr: 3                                     |      | Coef: 1.5    |       | Cr: 3            |        | Coef: 1.5 |              | Cr: 6               |   | Coef: 3 |   | Cr: 5                     |      |      |              | Coef: 2.5                     |   |      |   | Cr: 2  |      | Coef: 1      |       | Cr: 3 |        | Coef: 1.5 |              |       |   |       |   |
|                                   |                      | EXAMEN                     | DS 1 | DS 2 | AUTRE NOTÉ 1 | M       | C | M     | C | EXAMEN                             | DS 1 | DS 2 | AUTRE NOTÉ 1 | M         | C | M     | C | EXAMEN                                    | DS 1 | AUTRE NOTÉ 1 | M     | C                | EXAMEN | DS 1      | AUTRE NOTÉ 1 | M                   | C | M       | C | DS 1                      | DS 2 | DS 3 | AUTRE NOTÉ 1 | M                             | C | M    | C | EXAMEN | DS 1 | AUTRE NOTÉ 1 | M     | C     | EXAMEN | DS 1      | AUTRE NOTÉ 1 | M     | C | M     | C |
| .....887                          | LAOUNI MOHAMED AMINE | 11.5                       | 14   | 13   | 14           | 12.15   | 4 | 12.15 | 4 | 10.5                               | 8    | 11   | 10           | 10.25     | 5 | 10.25 | 5 | 9.75                                      | 9    | 10           | 9.62  | 0                | 6      | 8         | 6            | 6.4                 | 0 | 8.01    | 0 | 7.75                      | 7    | 7    | 11           | 8.1                           | 0 | 8.1  | 0 | 10.5   | 10   | 15           | 10.85 | 2     | 14     | 11        | 12           | 13.2  | 3 | 12.26 | 5 |
| .....928                          | RIAHI ROUA           | 13                         | 9    | 14   | 15           | 12.9    | 4 | 12.9  | 4 | 15                                 | 9    | 0    | 13           | 12.7      | 5 | 12.7  | 5 | 10  | 9    | 13           | 10.1  | 3                | 10     | 6         | 6            | 8.8                 | 0 | 9.45    | 3 | 8.5                       | 8    | 8    | 14.5         | 9.5                           | 0 | 9.5  | 0 | 11.5   | 13   | 15           | 12.15 | 2     | 14     | Abs       | 9            | 10.7  | 3 | 11.28 | 5 |
| .....565                          | SENDASSI AZZA        | 9.75                       | 14   | 14   | 15           | 11.12   | 4 | 11.12 | 4 | 13                                 | 11   | 14   | 13           | 12.9      | 5 | 12.9  | 5 | 10.5                                      | 2    | 14.25        | 9.17  | 0                | 8      | 6         | 11           | 7.9                 | 0 | 8.54    | 0 | 9.5                       | 6    | 6    | 12           | 8.6                           | 0 | 8.6  | 0 | 12     | 8.5  | 8            | 10.9  | 2     | 15.75  | 8         | 9            | 13.52 | 3 | 12.47 | 5 |
| .....913                          | TIS ECHRAK           | 8.5                        | 18   | 10   | 14           | 10.15   | 4 | 10.15 | 4 | 14.5                               | 11   | 0    | 14           | 12.65     | 5 | 12.65 | 5 | 8   | 4.5  | 14.75        | 7.98  | 0                | 12     | 12        | 11           | 11.9                | 3 | 9.94    | 3 | 10.25                     | 7    | 7    | 15           | 9.9                           | 0 | 9.9  | 0 | 12.5   | 10   | 14.5         | 12.2  | 2     | 14     | 13.5      | 12.5         | 13.75 | 3 | 13.13 | 5 |
| .....470                          | TLILI NOUR EL HOUDA  | 9                          | 13   | 11.5 | 16           | 10.35   | 4 | 10.35 | 4 | 15                                 | 11   | 10   | 10           | 13.6      | 5 | 13.6  | 5 | 17  | Abs  | 13           | 13.2  | 3                | 6      | 15        | 16           | 8.8                 | 0 | 11      | 6 | 6                         | 7    | 6    | 14.5         | 8.1                           | 0 | 8.1  | 0 | 12.5   | 8.5  | 13           | 11.75 | 2     | 12.25  | 13.5      | 12.5         | 12.52 | 3 | 12.21 | 5 |
| .....686                          | TRABELSI TAYSSIR     | 12.5                       | 7.5  | 14.5 | 15           | 12.45   | 4 | 12.45 | 4 | 6                                  | 8    | 0    | 12           | 6.2       | 0 | 6.2   | 0 | 15  | 13   | 13           | 14.4  | 3                | 13     | 14        | 8            | 12.7                | 3 | 13.55   | 6 | 6.75                      | 3    | 3    | 14           | 6.7                           | 0 | 6.7  | 0 | 9      | 6.5  | 13.5         | 8.95  | 0     | 10.5   | 10        | 13           | 10.65 | 3 | 9.97  | 3 |
| .....887                          | WERGHEMMI SAHAR      | 12                         | 16   | 15   | 14           | 12.9    | 4 | 12.9  | 4 | 11                                 | 12   | 12   | 12           | 11.3      | 5 | 11.3  | 5 | 12  | 8.25 | 10           | 11.05 | 3                | 14     | 11        | 11           | 13.1                | 3 | 12.08   | 6 | 10.25                     | 10   | 10   | 11           | 10.3                          | 5 | 10.3 | 5 | 11     | 6.5  | 13.5         | 10.35 | 2     | 15.75  | 11        | 9            | 14.12 | 3 | 12.61 | 5 |



**République Tunisienne**  
**Ministère de l'Enseignement Supérieur et de la Recherche Scientifique**  
**Université de Carthage**

**INSTITUT NATIONAL DU TRAVAIL ET DES ETUDES SOCIALES DE TUNIS**

**Parcours: LI560203 Domaine: Sciences Economiques et Sciences de Gestion Mention: Sciences de Gestion Spécialité:  
Gestion des Ressources Humaines**

| LES UE OPTIONNELLES : Semestre 1 du Niveau 3 : Groupe d'enseignement 3LI SC GEST: GRH 1 |                             |  |      |              |      |     |  |      |              |       |     |                |     |
|---|-----------------------------|--|------|--------------|------|-----|--|------|--------------|-------|-----|----------------|-----|
| Session Principale<br>2023 - 2024   |                             | (UEOP_S5(21-22   |      |              |      |     |  |      |              |       |     |                |     |
|   |                             | Système des informations des ressources humaines<br>Cr: 2.5<br>Coef: 1 |      |              |      |     | Gestion des fonctions et des compétences<br>Cr: 2.5<br>Coef: 1.5 |      |              |       |     | Résultat Unité |     |
| Code  | Nom et Prénom               | EXAMEN   | DS 1 | AUTRE_NOTE 1 | M    | C   | EXAMEN   | DS 1 | AUTRE_NOTE 1 | M     | C   | M              | C   |
| .....449  | ABROUS ILYES                | 7  | 10   | 9            | 7.8  | 0   | 8  | 7    | 12           | 8.2   | 0   | 8.04           | 0   |
| .....359  | AMER SARRA                  | 9  | 10   | 9            | 9.2  | 0   | 8.5  | 6    | 12           | 8.35  | 0   | 8.69           | 0   |
| .....581  | AOUELI<br>MARYEM            | 6  | 10   | 8            | 7    | 0   | 10   | 4    | 12           | 9     | 0   | 8.2            | 0   |
| .....513  | ASKRI MOLKA                 | 10   | 14   | 14           | 11.2 | 2.5 | 8  | 11   | 12           | 9     | 0   | 9.88           | 2.5 |
| .....097  | ATRI WALA                   | 11   | 10   | 11           | 10.8 | 2.5 | 14.5   | 13   | 12           | 13.95 | 2.5 | 12.69          | 5   |
| .....656  | AYADI MANAR                 | 8  | 13   | 12           | 9.4  | 0   | 8.5  | 4    | 12           | 7.95  | 0   | 8.53           | 0   |
| .....551  | BEN AMOR<br>MOHAMED<br>AZIZ | 13   | 10   | 9            | 12   | 2.5 | 14   | 7    | 12           | 12.4  | 2.5 | 12.24          | 5   |
| .....474  | BOUABDALLA<br>H MAHER       | 3  | 10   | 9            | 5    | 0   | 5  | 9    | 12           | 6.5   | 0   | 5.9            | 0   |
| .....910  | CHAABANI<br>MOHAMED<br>AZIZ | 10   | 11   | 11           | 10.3 | 2.5 | 5  | 4    | 12           | 5.5   | 0   | 7.42           | 2.5 |
| .....771  | CHAIEB NOURA                | 9  | 10   | 11           | 9.4  | 0   | 12.5   | 13.5 | 12           | 12.65 | 2.5 | 11.35          | 5   |
| .....200  | CHEBBI FARAH                | 8  | 12   | 11           | 9.1  | 0   | 3  | 5    | 12           | 4.3   | 0   | 6.22           | 0   |
| .....343  | CHEHER<br>HAMZA             | 7  | 13   | 13           | 8.8  | 0   | 7.5  | 9    | 12           | 8.25  | 0   | 8.47           | 0   |
| .....901  | HADDED<br>GHOFRANE          | 7  | 13   | 12           | 8.7  | 0   | 13.5   | 10.5 | 12           | 12.75 | 2.5 | 11.13          | 5   |
| .....883  | HKIRI SABRINE               | 10   | 13   | 14           | 11   | 2.5 | 13.5   | 11   | 14           | 13.05 | 2.5 | 12.23          | 5   |
| .....139  | JLASSI IKRAM                | 8  | 10   | 11           | 8.7  | 0   | 10.5   | 6    | 14           | 9.95  | 0   | 9.45           | 0   |
| .....491  | LACHHEB<br>MOUHEB           | 6  | 10   | 9            | 7.1  | 0   | 9  | 6    | 12           | 8.7   | 0   | 8.06           | 0   |
| .....652  | MABROUK<br>SAYDA            | 8  | 11   | 11           | 8.9  | 0   | 10   | 3    | 12           | 8.8   | 0   | 8.84           | 0   |
| .....646  | MEJRI SYRINE                | 8  | 10   | 9            | 8.5  | 0   | 10   | 13.5 | 12           | 10.9  | 2.5 | 9.94           | 2.5 |
| .....786  | Melien WISSAL               | 8  | 13   | 11           | 9.3  | 0   | 12   | 6    | 12           | 10.8  | 2.5 | 10.2           | 5   |
| .....963  | MOUMNI<br>MOHAMED<br>AZIZ   | 7  | 9    | 9            | 7.6  | 0   | 12.5   | 11   | 12           | 12.15 | 2.5 | 10.33          | 5   |

**Parcours: LI560203 Domaine: Sciences Economiques et Sciences de Gestion Mention: Sciences de Gestion Specialite:  
Gestion des Ressources Humaines**

| LES UE OPTIONNELLES : Semestre 1 du Niveau 3 : Groupe d'enseignement 3LI SC GEST: GRH 1 |                  |  |      |              |      |     |  |      |              |       |     |                |     |
|---|------------------|--|------|--------------|------|-----|--|------|--------------|-------|-----|----------------|-----|
| Session Principale<br>2023 - 2024   |                  | (UEOP_S5(21-22)  |      |              |      |     |  |      |              |       |     |                |     |
|   |                  | Système des informations des ressources humaines<br>Cr: 2.5<br>Coef: 1 |      |              |      |     | Gestion des fonctions et des compétences<br>Cr: 2.5<br>Coef: 1.5 |      |              |       |     | Résultat Unité |     |
| Code  | Nom et Prénom    | EXAMEN   | DS 1 | AUTRE_NOTE 1 | M    | C   | EXAMEN   | DS 1 | AUTRE_NOTE 1 | M     | C   | M              | C   |
| .....001  | OUESLATI RIHAB   | 9  | 10   | 8            | 9.1  | 0   | 5  | 2    | 12           | 5.1   | 0   | 6.7            | 0   |
| .....664  | ROUINI MONAOM    | 10   | 13   | 13           | 10.9 | 2.5 | 12   | 14   | 15           | 12.7  | 2.5 | 11.98          | 5   |
| .....225  | SABBEGH MARIEM   | 9  | 11   | 11           | 9.6  | 0   | 11   | 7    | 12           | 10.3  | 2.5 | 10.02          | 5   |
| .....275  | SAIDANI ISLEM    | 10   | 10   | 11           | 10.1 | 2.5 | 7.5  | 11   | 15           | 8.95  | 0   | 9.41           | 2.5 |
| .....437  | SAIDANI KARIMA   | 10   | 12   | 12           | 10.6 | 2.5 | 11   | 7.5  | 12           | 10.4  | 2.5 | 10.48          | 5   |
| .....417  | TALEB SARRA      | 9  | 11   | 11           | 9.6  | 0   | 13.5   | 15   | 12           | 13.65 | 2.5 | 12.03          | 5   |
| .....615  | YAAKOUBI MOLKA   | 9  | 14   | 13           | 10.4 | 2.5 | 10   | 9    | 12           | 10    | 2.5 | 10.16          | 5   |
| .....323  | ZAALOUNI MAROUEN | 7  | 11   | 8            | 7.9  | 0   | 5.5  | 8    | 15           | 6.95  | 0   | 7.33           | 0   |
| .....367  | ZAALOUNI RAYEN   | 8  | 11   | 8            | 8.6  | 0   | 11   | 10   | 15           | 11.2  | 2.5 | 10.16          | 5   |

**Parcours: LI560203 Domaine: Sciences Economiques et Sciences de Gestion Mention: Sciences de Gestion Specialite:  
Gestion des Ressources Humaines**

| LES UE OPTIONNELLES : Semestre 1 du Niveau 3 : Groupe d'enseignement 3LI SC GEST: GRH 2 |                         |   |      |              |      |     |   |      |              |       |     |                |     |
|---|-------------------------|---|------|--------------|------|-----|---|------|--------------|-------|-----|----------------|-----|
| Session Principale<br>2023 - 2024   |                         | (UEOP_S5(21-22)   |      |              |      |     |   |      |              |       |     |                |     |
|   |                         | Système des informations des ressources humaines<br>Cr: 2.5 Coef: 1 |      |              |      |     | Gestion des fonctions et des compétences<br>Cr: 2.5 Coef: 1.5 |      |              |       |     | Résultat Unité |     |
| Code  | Nom et Prénom           | EXAMEN  | DS 1 | AUTRE_NOTE 1 | M    | C   | EXAMEN  | DS 1 | AUTRE_NOTE 1 | M     | C   | M              | C   |
| .....385  | ATTIA RANIA             | 12  | 12   | 11           | 11.9 | 2.5 | 8   | 8    | 12           | 8.4   | 0   | 9.8            | 2.5 |
| .....244  | AYADI SALMA             | 9   | 11   | 11           | 9.6  | 0   | 11  | 11   | 12           | 11.1  | 2.5 | 10.5           | 5   |
| .....603  | AZZABOU WALA            | 4   | 13   | 13           | 6.7  | 0   | 7   | 6    | 15           | 7.6   | 0   | 7.24           | 0   |
| .....610  | BELAAM ONS              | 5   | 11   | 9            | 6.6  | 0   | 14  | 10.5 | 12           | 13.1  | 2.5 | 10.5           | 5   |
| .....995  | BELGHITH HADIL          | 8   | 11   | 12           | 9    | 0   | 11  | 8    | 15           | 10.8  | 2.5 | 10.08          | 5   |
| .....979  | BEN AMOR MELEK          | 10  | 10   | 9            | 9.9  | 0   | 9   | 9    | 12           | 9.3   | 0   | 9.54           | 0   |
| .....343  | BEN BELAID OUSSAMA      | 7   | 10   | 9            | 7.8  | 0   | 10  | 6    | 12           | 9.4   | 0   | 8.76           | 0   |
| .....150  | BEN CHROUDA RIHAB       | 2   | 10   | 10           | 4.4  | 0   | 3   | 3    | 12           | 3.9   | 0   | 4.1            | 0   |
| .....708  | BEN HAMZA MOHAMED AMINE | 9   | 14   | 14           | 10.5 | 2.5 | 7   | 10   | 12           | 8.1   | 0   | 9.06           | 2.5 |
| .....250  | BEN SALAH LEILA         | 14  | 13   | 13           | 13.7 | 2.5 | 13.5  | 14.5 | 15           | 13.85 | 2.5 | 13.79          | 5   |
| .....263  | BEN WAHIBA ISRA         | 10  | 11   | 11           | 10.3 | 2.5 | 10  | 9    | 12           | 10    | 2.5 | 10.12          | 5   |
| .....082  | CHOURABI YESMINE        | 4   | 0    | 0            | 2.8  | 0   | 1   | 12.5 | 15           | 4.7   | 0   | 3.94           | 0   |
| .....933  | EZZEDDNE DALENDIA       | 11  | 14   | 10           | 11.5 | 2.5 | 11.5  | 16   | 15           | 12.75 | 2.5 | 12.25          | 5   |
| .....439  | GHARBI ASMA             | 9   | 10   | 8            | 9.1  | 0   | 4.5   | 7    | 15           | 6.05  | 0   | 7.27           | 0   |
| .....842  | GHARBI SAMAR            | 10  | 11   | 13           | 10.5 | 2.5 | 13  | 10   | 15           | 12.6  | 2.5 | 11.76          | 5   |
| .....263  | GHARIANI MAISSA         | 11  | 10   | 9            | 10.6 | 2.5 | 5   | 6    | 12           | 5.9   | 0   | 7.78           | 2.5 |
| .....577  | HAMMAMI CHAIMA          | 4   | 10   | 9            | 5.7  | 0   | 2   | Abs  | 14           | 2.8   | 0   | 3.96           | 0   |
| .....474  | HAMRAOUI IKHLAS         | 13  | 14   | 14           | 13.3 | 2.5 | 9   | 10   | 12           | 9.5   | 0   | 11.02          | 5   |
| .....201  | JOUINI ILHEM            | 9   | 14   | 14           | 10.5 | 2.5 | 2   | 11   | 15           | 5.1   | 0   | 7.26           | 2.5 |
| .....799  | JRIDI NIZAR             | 11  | 10   | 8            | 10.5 | 2.5 | 13  | 6    | 12           | 11.5  | 2.5 | 11.1           | 5   |
| .....887  | LAOUINI MOHAMED AMINE   | 7   | 10   | 8            | 7.7  | 0   | 6   | 12.5 | 12           | 7.9   | 0   | 7.82           | 0   |
| .....928  | RIahi ROUA              | 11  | 11   | 8            | 10.7 | 2.5 | 11  | Abs  | 12           | 8.9   | 0   | 9.62           | 2.5 |
| .....565  | SENDASSI AZZA           | 9   | 11   | 11           | 9.6  | 0   | 12.5  | 10   | 12           | 11.95 | 2.5 | 11.01          | 5   |
| .....913  | TIS ECHRAK              | 5   | 11   | 11           | 6.8  | 0   | 9   | 6    | 12           | 8.7   | 0   | 7.94           | 0   |
| .....470  | TLILI NOUR EL HOUDA     | 10  | 12   | 11           | 10.5 | 2.5 | 10  | 7    | 15           | 9.9   | 0   | 10.14          | 5   |

**Parcours: LI560203 Domaine: Sciences Economiques et Sciences de Gestion Mention: Sciences de Gestion Specialite:  
Gestion des Ressources Humaines**

| LES UE OPTIONNELLES : Semestre 1 du Niveau 3 : Groupe d'enseignement 3LI SC GEST: GRH 2 |                     |  |      |              |      |     |  |      |              |       |     |                |   |
|---|---------------------|--|------|--------------|------|-----|--|------|--------------|-------|-----|----------------|---|
| Session Principale<br>2023 - 2024   |                     | (UEOP_S5(21-22)  |      |              |      |     |  |      |              |       |     |                |   |
|   |                     | Système des informations des ressources humaines<br>Cr: 2.5<br>Coef: 1 |      |              |      |     | Gestion des fonctions et des compétences<br>Cr: 2.5<br>Coef: 1.5 |      |              |       |     | Résultat Unité |   |
|   |                     | EXAMEN   | DS 1 | AUTRE_NOTE 1 | M    | C   | EXAMEN   | DS 1 | AUTRE_NOTE 1 | M     | C   | M              | C |
| .....686  | TRABELSI<br>TAYSSIR | 5  | 10   | 9            | 6.4  | 0   | 2  | 14   | 15           | 5.7   | 0   | 5.98           | 0 |
| .....887  | WERGHEMMI<br>SAHAR  | 14   | 13   | 12           | 13.6 | 2.5 | 14.5   | 11   | 12           | 13.55 | 2.5 | 13.57          | 5 |





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**Ministère de l'Enseignement Supérieur et de la Recherche Scientifique**  
**Université de Carthage**  
**INSTITUT NATIONAL DU TRAVAIL ET DES ETUDES SOCIALES DE TUNIS**

Résultats de la session principale du niveau 3 pour l'année universitaire 2023 - 2024

**Parcours: LI560203 Domaine: Sciences Economiques et Sciences de Gestion Mention: Sciences de Gestion Specialite: Gestion des Ressources Humaines**

| Groupe d'enseignement : 3LI SC GEST: GRH 1 |                       |                    |                   |
|--|-----------------------|--------------------|-------------------|
| Code etudiant                              | Nom et prénom         | Moyenne semestre 1 | Crédit semestre 1 |
| .....449                                   | ABROUS ILYES          | 9.88               | 16                |
| .....359                                   | AMER SARRA            | 10.56              | 17                |
| .....581                                   | AOUELI MARYEM         | 10.34              | 20                |
| .....513                                   | ASKRI MOLKA           | 11.27              | 22.5              |
| .....097                                   | ATRI WALA             | 11.85              | 25                |
| .....656                                   | AYADI MANAR           | 10.82              | 22                |
| .....551                                   | BEN AMOR MOHAMED AZIZ | 13.81              | 30                |
| .....474                                   | BOUABDALLAH MAHER     | 9.23               | 9                 |
| .....910                                   | CHAABANI MOHAMED AZIZ | 9.47               | 17.5              |
| .....771                                   | CHAIEB NOURA          | 11.71              | 27                |
| .....200                                   | CHEBBI FARAH          | 9.46               | 20                |
| .....343                                   | CHEHER HAMZA          | 8.58               | 7                 |
| .....901                                   | HADDED GHOFRANE       | 10.61              | 19                |
| .....883                                   | HKIRI SABRINE         | 13.23              | 30                |
| .....139                                   | JLASSI IKRAM          | 10.2               | 14                |
| .....491                                   | LACHHEB MOUHEB        | 8.36               | 5                 |
| .....652                                   | MABROUK SAYDA         | 8.96               | 8                 |
| .....646                                   | MEJRI SYRINE          | 11.16              | 21.5              |
| .....786                                   | Melien WISSAL         | 11.07              | 19                |
| .....963                                   | MOUMNI MOHAMED AZIZ   | 9.3                | 14                |
| .....001                                   | OUESLATI RIHAB        | 7.93               | 14                |

**Résultats de la session principale du niveau 3 pour l'année universitaire 2023 - 2024**

**Parcours: LI560203 Domaine: Sciences Economiques et Sciences de Gestion Mention: Sciences de Gestion Specialite: Gestion des Ressources Humaines**

| <b>Groupe d'enseignement : 3LI SC GEST: GRH 1</b> |                      |                           |                          |
|---|----------------------|---------------------------|--------------------------|
| <b>Code etudiant</b>                              | <b>Nom et prénom</b> | <b>Moyenne semestre 1</b> | <b>Crédit semestre 1</b> |
| .....664  | ROUINI MONAOM        | 12.21                     | 30                       |
| .....225  | SABBEGH MARIEM       | 10.85                     | 24                       |
| .....275  | SAIDANI ISLEM        | 9.18                      | 15.5                     |
| .....437  | SAIDANI KARIMA       | 11.4                      | 30                       |
| .....417  | TALEB SARRA          | 10.89                     | 25                       |
| .....615  | YAAKOUBI MOLKA       | 10.39                     | 16                       |
| .....323  | ZAALOUNI MAROUEN     | 8.53                      | 5                        |
| .....367  | ZAALOUNI RAYEN       | 10.67                     | 24                       |

## Résultats de la session principale du niveau 3 pour l'année universitaire 2023 - 2024

**Parcours: LI560203 Domaine: Sciences Economiques et Sciences de Gestion Mention: Sciences de Gestion Specialite: Gestion des Ressources Humaines**

| Groupe d'enseignement : 3LI SC GEST: GRH 2 |                         |                    |                   |
|--|-------------------------|--------------------|-------------------|
| Code etudiant                              | Nom et prénom           | Moyenne semestre 1 | Crédit semestre 1 |
| .....385                                   | ATTIA RANIA             | 9.75               | 16.5              |
| .....244                                   | AYADI SALMA             | 10.07              | 18                |
| .....603                                   | AZZABOU WALA            | 9.38               | 14                |
| .....610                                   | BELAAM ONS              | 10.9               | 21                |
| .....995                                   | BELGHITH HADIL          | 13.19              | 30                |
| .....979                                   | BEN AMOR MELEK          | 10.79              | 20                |
| .....343                                   | BEN BELAID OUSSAMA      | 9.47               | 12                |
| .....150                                   | BEN CHROUDA RIHAB       | 8.43               | 14                |
| .....708                                   | BEN HAMZA MOHAMED AMINE | 11.6               | 21.5              |
| .....250                                   | BEN SALAH LEILA         | 13.48              | 26                |
| .....263                                   | BEN WAHIBA ISRA         | 10.91              | 19                |
| .....082                                   | CHOURABI YESMINE        | 7.56               | 5                 |
| .....933                                   | EZZEDDNE DALENDIA       | 11.61              | 27                |
| .....439                                   | GHARBI ASMA             | 10.02              | 9                 |
| .....842                                   | GHARBI SAMAR            | 11.27              | 25                |
| .....263                                   | GHARIANI MAISSA         | 10.43              | 17.5              |
| .....577                                   | HAMMAMI CHAIMA          | 7.75               | 16                |
| .....474                                   | HAMRAOUI IKHLAS         | 11.49              | 25                |
| .....201                                   | JOUINI ILHEM            | 10.3               | 17.5              |
| .....799                                   | JRIDI NIZAR             | 11.57              | 27                |
| .....887                                   | LAOUINI MOHAMED AMINE   | 9.63               | 14                |
| .....928                                   | RIahi ROUA              | 10.79              | 19.5              |
| .....565                                   | SENDASSI AZZA           | 10.69              | 19                |
| .....913                                   | TIS ECHRAK              | 10.61              | 17                |
| .....470                                   | TLILI NOUR EL HOUDA     | 10.92              | 25                |
| .....686                                   | TRABELSI TAYSSIR        | 9.18               | 13                |
| .....887                                   | WERGHEMMI SAHAR         | 12.1               | 30                |