

International Human Resources Management
Paris, 09/10/12/13 July 2012
16 contact hours / 2 ECTS credits

This course aims to transfer the main logics and methodologies of the principal HRM tools in an international context: planning, recruitment and selection, training, appraisal systems and compensation. The organizational development policies and practices are explained and discussed crosswise in relation to the development of each HRM tool. For all sessions, critical issues and problems related to the practical applications in the international context of the HR operational systems are identified and examined in order to enhance a pragmatic approach.

Course Schedule

Monday, 09 July (9:30 – 11:00, 11:30 – 13:00)

The objectives of HRM, the role of the HRM department and the process of planning

Tuesday, 10 July (9:30 – 11:00, 11:30 – 13:00)

Recruiting and selecting the workforce. Differences and priorities in dissimilar contexts

Thursday, 12 July (9:30 – 11:00, 11:30 – 13:00)

Assessing performance and compensating people in international contexts

Friday, 13 July (9:30 – 11:00, 11:30 – 13:00)

Training and development
Final exam

Learning Objectives

At the end of the course, with a strong emphasis on the international context, students should be able to:

- Understand the common objectives and complementary functions between the use of HRM tools and the structural choices of organizations
- Comprehend the aim and the complexity of the HRM tools
- Properly use the main methodologies related to every HR operational systems

Prerequisites

Students are not required to have taken preliminary HRM courses; however, the knowledge of some elements of organizational behavior and/or human resource management practices will help them in framing the different topic and issues.

Course Design

Students are encouraged to lead personal and team analysis and to develop critical thinking of the use of human resources operational systems in companies operating in international contexts.

Course Assessment

Class attendance is required. The assessment system for this course is structured according to the following framework:

- 40% individual and team assignments;
- 20% participation;
- 40% final exam.