



UNIVERSITY DIPLOMA

In the heart of Europe, close to Brussels, Paris, Amsterdam, London and Frankfurt, the University of Lille HRM Master degree has been recognised by HR specialised press as the best HR Master degree in France. It now offers a University Diploma graduate program specialised in International Human Resources Management. This program is based on the body of knowledge defined by the HRMP certification of the Society for Human Resources Management (SHRM). It aims at training students to become efficient HR professionals able to contribute to the overall strategy of a global organisation. It is a Full English course. It takes place during the Spring Semester and delivers 30 ECTS.

Upon successful completion of this course students will be able to :

- Understand HRM from a strategic perspective.
- Understand the role of HR Professionals in contributing to the corporate strategy.
- Explain the practice of HRM as it relates to global talent management.
- Appreciate fundamental employment laws in a global context.
- Understand the key concepts and processes related to intercultural management and change management in a fast moving global environment.
- Analyse business challenges from an HRM perspective.
- Critically assess and evaluate global HR policies and practices, especially from a metrics perspective, including measurement of HR ROI.

- One week HR Business Case

- The importance of strategic alignment of HR
- HRM trends
- Strategic HRM
- PESTEL and SWOT methodologies
- The concept of HR Architecture
- HR programs management
- CSR management

- Staffing and developing talent in a global context
- Competency assessment and Competency models
- Global staffing
- Global succession planning
- Managing free agents in a borderless world
- Workforce planning

- Linking customers, stakeholders, shareholders and employees
- Forecasting business issues and challenges related to workforce planning and staffing
- Calculating HR efficiency and workforce efficiency
- Determining ROI in HR capabilities
- Forecasting the impact of organizational change on HR

- Cultural, ethical differences of workforce abroad
- Change Management issues
- Mergers & Acquisitions in a global world
- Intercultural management

- 3 to 6 months
- In France or abroad
- Thesis

Program Director
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Tuition Fees: 3500 euros

