



# UNIVERSITY DIPLOMA

## International Human Resources Management

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.

### COURSE OVERVIEW

**This course presents key theoretical concepts and practical examples of Human Resource Management (HRM) issues and challenges regarding global management today.**

**It will cover material on the diversity, the nature and the likely future of HR, especially global perspectives.**

**Courses, tutorials, discussions will focus on HRM policies and practices concerning strategic alignment of HR, impact of culture (either national or corporate), understanding of legal aspects, international mobility, global talent management, ethics and values at the workplace, CSR, metrics and HR balanced scorecard, ...**

### LEARNING OUTCOMES

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.

# BODY OF KNOWLEDGE

## IHRM UNIVERSITY DIPLOMA PROGRAM

### International «In Basket» assessment - 35 hours

6 ECTS

- One week HR Business Case

### HR as a Strategic Contributor - 28 hours

- 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

3 ECTS

### People and Talent Management - 28 hours

- 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

3 ECTS

### Metrics and Balance Scorecard - 28 hours

- 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

3 ECTS

### Intercultural Management, Change Management and International Mobility - 91 hours

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

6 ECTS

### Internship

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

9 ECTS

## JOIN THE PROGRAM !

Please, send your resume, a document stating that your level of English is at least equal to a TOEIC 750 and your motivation letter to Mathilde MULLIEZ: [mathilde.mulliez@univ-lille1.fr](mailto:mathilde.mulliez@univ-lille1.fr) before december 2016.

## INFORMATIONS

Program Director  
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Tuition Fees: 3500 euros



Website :

<http://master-mrh.univ-lille1.fr>