International human resources management

**En bref**

- **Langue(s) d’enseignement:** Anglais
- **Méthode d’enseignement:** En présence
- **Organisation de l’enseignement:** Formation initiale
- **Ouvert aux étudiants en échange:** Oui

**Présentation**

**Description**

**COURSE OVERVIEW**

The objective of this course is to analyze HRM in multinational firms. It presents the role to be played by HRM in the internationalization process. Beyond the analysis of International Human Resources Management (IHRM) tools, this course enables students to better understand the social and cultural contexts that allow / limit the effectiveness of HR policies.

The course articulates a presentation of concepts in International Human Resources Management and considerations on their implementation in real cases. Students will therefore be systematically invited to establish a link between concepts and organizational practices. Traditional private companies but also non-profit organizations will be taken as examples.

**COURSE PREREQUISITES**

Deep knowledge in organizations and HR policies is required to fully enjoy this course.

**Heures d'enseignement**

International human resources management - CM 16h

**Syllabus**

- **Course schedule**
  - Human Resources and internationalization: strategy and HR
  - Adapting international HR to the company’s strategy
  - Culture and multicultural dimensions of HR
  - Tools for IHRM
  - Case studies will be used on these different topics.

**Compétences visées**

- Discovering the challenges of the internationalization of human resources management
- Understanding the impact on the HR function of international strategic choices

- Measuring the role of the HR function in a context of internationalization

- Understanding the impacts of culture on human resource management

- Discovering the tools of international human resources management.

Bibliographie


Infos pratiques

Lieu(x)

# Poitiers-Centre Ville

En savoir plus

# https://iae.univ-poitiers.fr/