

International human resources management

#	Composante	#	Volume horaire
	Institut		16.0
	d'Administration		
	des Entreprises		
	(IAE)		

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	CM	16h
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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

Understanding Cross-Cultural Management, Browaeys, and Price, Financial Times Press, 2011 (2d Edition)

International Human Resource Management, Managing people in a multinational context, Dowling, Welch and Schuler, South Western College Publishing, ITP (5th Edition)

International Human Resource Management, Think Globally, Act Locally, Derek Torrington, Prentice Hall, 1994

Managing Across Borders: The Transnational Solution, Cambridge, MA, Harvard University Press, 1989

Infos pratiques

Lieu(x)

Poitiers-Centre Ville

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