

International Human Resources Management

Niveau d'étude
Bac +5

Composante
**Institut d'Administration
des Entreprises (IAE)**

Période de l'année
Semestre 9

En bref

- # **Langue(s) d'enseignement:** Anglais
- # **Organisation de l'enseignement:** Formation initiale
- # **Ouvert aux étudiants en échange:** Oui
- # **Référentiel ERASMUS:** Gestion et administration

Présentation

Description

This course help the students to become better international Human Ressources Managers by understanding the issues of internationalization on management. The course is divided in 5 parts in : 1-Understanding the role of the HR department in a context of internationalization2-Understanding the impact of international strategic choices on the HR department 3- Analyzing the consequences of internationalization for the management of people across borders 4- Understanding the impacts of culture on human resource management 5- Discovering the tools of international human resources management

Objectifs

1-Capacity to understand the theoretical approaches and define the corresponding management of people accross borders. 2- to recrute, to train the appropriate human ressources (expatriates or inpatriates) according to the internationalization's strategy of a company or association. 3- Capacity to use or implement the proper tools to ensure the success of the expatriation of people and their family 4- To be able to better understand their future professional tasks.

Heures d'enseignement

CM

CM

15h

Programme détaillé

Introduction: What is IHRM?

Strategy and HR

International HR policy

IHRM processes

Intercultural differences

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

International Human Resource Management, Reiche, Harzing, Tenzer, 2019(5th Edition)

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

Managing Corporate Values in Diverse National Cultures: The Challenge of Differences Routledge Studies in Management, Organizations and Society, 2012

<https://hbr.org/2014/02/a-successful-international-assignment-depends-on-these-factors?autocomplete=true>

<https://hbr.org/2017/04/will-refusing-an-international-assignment-derail-your-career?autocomplete=true>

Harvard Business Review

<http://geert-hofstede.com/>

Infos pratiques

Lieu(x)

Poitiers-Centre Ville

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<https://iae.univ-poitiers.fr/>