

| MASTER 2 - Mention "Management et Commerce International"<br>Parcours Management International des Ressources Humaines<br>Pedagogical supervisor : Frédérique CHÉDOTELE & Guillaume DENOS<br>Schooling: Daphné Marcotte |          |           |      |         |                             |                             |                             |                             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|-----------|------|---------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| Année universitaire : 2022-2028                                                                                                                                                                                         |          |           |      |         |                             |                             |                             |                             |
| Semester 3                                                                                                                                                                                                              |          |           |      |         |                             |                             |                             |                             |
| Eléments constitutifs de l'U.E.                                                                                                                                                                                         | Duration |           | ECTS | Weight. | Exam Session 1              |                             | Exam Session 2              |                             |
|                                                                                                                                                                                                                         | Lectures | Tutorials |      |         | Attended student            | Excused student             | Attended student            | Excused student             |
| UE 1-1 : Communication & foreign languages                                                                                                                                                                              | 0        | 48 or 54  | 4    | 4       |                             |                             |                             |                             |
| 1st language English                                                                                                                                                                                                    |          | 24        | 2    | 2       | CC                          | Written exam 1h             | Written exam 1h             | Written exam 1h             |
| 2nd language - 1 choice                                                                                                                                                                                                 |          |           |      |         |                             |                             |                             |                             |
| 2nd language German (grouped with L3 MI, M1 MCI & M2 MIM)                                                                                                                                                               |          | 24        | 2    | 2       | CC                          | Written exam 1h             | Written exam 1h             | Written exam 1h             |
| 2nd language Spanish (grouped with L3 MI, M1 MCI & M2 MIM)                                                                                                                                                              |          | 24        | 2    | 2       | CC                          | Written exam 1h             | Written exam 1h             | Written exam 1h             |
| 2nd language French for foreigner (grouped with L3 MI, M1 MCI & M2 MIM)                                                                                                                                                 |          | 24        | 2    | 2       | CC                          | Written exam 1h             | Written exam 1h             | Written exam 1h             |
| Optionnal                                                                                                                                                                                                               |          |           |      |         |                             |                             |                             |                             |
| 3rd language                                                                                                                                                                                                            |          | 28        |      | 0,25    | CC                          | Not authorised              |                             |                             |
| UE 1-2 : Digital HR competencies                                                                                                                                                                                        | 18       | 0         | 3    | 3       |                             |                             |                             |                             |
| Digital HRM, artificial intelligence and social networking                                                                                                                                                              | 18       |           | 3    | 3       | CC                          | Written exam 1h             | Written exam 1h             | Written exam 1h             |
| UE 1-3 : International HRM practices                                                                                                                                                                                    | 72       | 0         | 9    | 9       |                             |                             |                             |                             |
| Competency management and international mobility                                                                                                                                                                        | 24       |           | 3    | 3       | CC                          | CC                          | Oral presentation           | Oral presentation           |
| Performance appraisal & career management                                                                                                                                                                               | 24       | 3         |      | 3       | CC                          | CC (report to handle)       | Written exam 1h30           | Written exam 1h30           |
| International recruitment and training                                                                                                                                                                                  | 24       |           | 3    | 3       | Presentation                | Presentation                | Presentation                | Presentation                |
| UE 1-4 : International HR strategic competencies                                                                                                                                                                        | 44       | 0         | 9    | 9       |                             |                             |                             |                             |
| International HR strategy & compensation policy                                                                                                                                                                         | 20       |           | 4    | 4       | CC                          | CC                          | Oral presentation           | Oral presentation           |
| HR innovation management                                                                                                                                                                                                | 12       |           | 2    | 2       | CC                          | CC (report to handle)       | Written exam 1h30           | Written exam 1h30           |
| Strategic issues and best practices in HRM                                                                                                                                                                              | 12       |           | 3    | 3       | Presentation                | Presentation                | Presentation                | Presentation                |
| UE 1-5 : Managerial culture                                                                                                                                                                                             | 16       | 6         | 3    | 3       |                             |                             |                             |                             |
| New trends in management (grouped with MIM)                                                                                                                                                                             | 16       |           | 3    | 3       | CC                          | CC (report to handle)       | Written exam 1h30           | Written exam 1h30           |
| International events                                                                                                                                                                                                    |          | 6         |      |         | Presence (val/non val)      | Presence (val/non val)      | Presence (val/non val)      | Presence (val/non val)      |
| UE 1-6 : Professionalization                                                                                                                                                                                            | 12       | 8         | 2    | 2       |                             |                             |                             |                             |
| International negotiation                                                                                                                                                                                               | 12       |           | 2    | 2       | Presentation                | Presentation                | Presentation                | Presentation                |
| Professional integration                                                                                                                                                                                                |          | 4         |      |         | Presence (val/non val)      | Presence (val/non val)      | Presence (val/non val)      | Presence (val/non val)      |
| Student commitment                                                                                                                                                                                                      |          | 4         |      |         | Presence (val/non val)      | Presence (val/non val)      | Presence (val/non val)      | Presence (val/non val)      |
| Total Semestre 3                                                                                                                                                                                                        | 162      | 62        | 30   | 30      |                             |                             |                             |                             |
| Semester 4                                                                                                                                                                                                              |          |           |      |         |                             |                             |                             |                             |
| UE 2-1 : Communication & foreign languages                                                                                                                                                                              | 0        | 32 ou 26  | 4    | 4       |                             |                             |                             |                             |
| 1st language English                                                                                                                                                                                                    |          | 16        | 2    | 2       | CC                          | Written exam 1h             | Written exam 1h             | Written exam 1h             |
| 2nd language - 1 choice                                                                                                                                                                                                 |          |           |      |         |                             |                             |                             |                             |
| 2nd language German                                                                                                                                                                                                     |          | 16        | 2    | 2       | CC                          | Written exam 1h             | Written exam 1h             | Written exam 1h             |
| 2nd language Spanish                                                                                                                                                                                                    |          | 16        | 2    | 2       | CC                          | Written exam 1h             | Written exam 1h             | Written exam 1h             |
| 2nd language FLE                                                                                                                                                                                                        |          | 16        | 2    | 2       | CC                          | Written exam 1h             | Written exam 1h             | Written exam 1h             |
| Optionnal                                                                                                                                                                                                               |          |           |      |         |                             |                             |                             |                             |
| 3rd language                                                                                                                                                                                                            |          | 10        |      |         | Presence (val/non val)      | Presence (val/non val)      |                             |                             |
| UE 2-2 : HR auditing                                                                                                                                                                                                    | 0        | 6         | 0    | 0       |                             |                             |                             |                             |
| Challenge                                                                                                                                                                                                               |          | 6         |      |         | Presence (val/non val)      | Presence (val/non val)      | Presence (val/non val)      | Presence (val/non val)      |
| UE 2-3 : HR & transformation practices                                                                                                                                                                                  | 18       | 0         | 4    | 4       |                             |                             |                             |                             |
| International professional project                                                                                                                                                                                      | 18       |           | 4    | 4       | CC                          | CC (report to handle)       | Presentation                | Presentation                |
| UE 2-4 : Corporate social responsibility                                                                                                                                                                                | 40       | 0         | 7    | 7       |                             |                             |                             |                             |
| Organizational behavior                                                                                                                                                                                                 | 16       |           | 3    | 3       | CC                          | CC (report to handle)       | Presentation                | Presentation                |
| Workplace quality of life & diversity management                                                                                                                                                                        | 24       |           | 4    | 4       | CC                          | CC (report to handle)       | Written exam 1h30           | Written exam 1h30           |
| UE 2-5 : Managerial culture                                                                                                                                                                                             | 20       | 0         | 4    | 4       |                             |                             |                             |                             |
| Collective intelligence & project management (+MIM)                                                                                                                                                                     | 20       |           | 4    | 4       | Presentation                | Presentation                | Presentation                | Presentation                |
| UE 2-6 : IHRM knowledge development                                                                                                                                                                                     | 20       | 0         | 3    | 3       |                             |                             |                             |                             |
| Research methods and article write up workshop                                                                                                                                                                          | 20       |           | 3    | 3       | Report + oral presentation  | Report + oral presentation  | Report + oral presentation  | Report + oral presentation  |
| UE 2-7 : Professionalization                                                                                                                                                                                            | 0        | 4         | 8    | 8       |                             |                             |                             |                             |
| Internship / research project                                                                                                                                                                                           |          | 2         | 7    | 7       | Memoire + oral presentation | Memoire + oral presentation | Memoire + oral presentation | Memoire + oral presentation |
| Student commitment                                                                                                                                                                                                      |          | 4         | 1    | 1       | Presentation                | Presentation                | Presentation                | Presentation                |
| Total Semestre 4                                                                                                                                                                                                        | 98       | 44        | 30   | 30      |                             |                             |                             |                             |
| Total Master 2                                                                                                                                                                                                          | 260      | 108       | 60   | 60      |                             |                             |                             |                             |
| Validation requirements: usual requirements (10/20 overall average over the year) + average of 10/20 for the Thesis at minimum + obtaining a minimum score of 785 in the TOEIC                                          |          |           |      |         |                             |                             |                             |                             |