

MASTER 2 - International human resource management

Managed by: **Frédérique CHÉDOTEL**
2023-2024

Semester 3

Subjects	Langue d'enseignement	Nature	Duration			ECTS	Weight	Exam		Exam	
			Lectures	Tutorials				Session 1		Session 2	
								Attended student	Excused student	Attended student	Excused student
TOEIC score or similar			A minimum of 785 TOEIC points is required to get the M2 MIRH degree								
UE 1-1 : Communication & foreign languages		UE		68	4	10,25					
1st language - 1 choice											
1st language English		CHOI		20	2	2	CC	written exam 1h	written exam 1h	written exam 1h	
1st language FLE		CHOI		20	2	2	CC	written exam 1h	written exam 1h	written exam 1h	
2nd language - 1 choice											
2nd language German		CHOI		20	2	2	CC	written exam 1h	written exam 1h	written exam 1h	
2nd language Spanish		CHOI		20	2	2	CC	written exam 1h	written exam 1h	written exam 1h	
2nd language FLE		CHOI		20	2	2	CC	written exam 1h	written exam 1h	written exam 1h	
Optional											
3 rd language		CHOI		28		0,25	CC	Not authorised	same grade as CC	Not authorised	
UE 1-2 : Digital HR competencies			UE	12	2	3	3				
Digital HRM and social networking	EN	MATI	12	2	3	3	CC	written exam 1h	written exam 1h	written exam 1h	
UE 1-3 : International HRM practices			UE	72	0	9	9				
Competency management and international mobility	EN	MATI	24		3	3	Written exam 2h	Written exam 2h	Presentation (oral)	Presentation (oral)	
Performance appraisal & career management	EN	MATI	24		3	3	CC	CC (report to handle)	written exam 1h30	written exam 1h30	
International recruitment and training	EN	MATI	24		3	3	Presentation	Presentation	Presentation	Presentation	
UE 1-4 : International RH strategic competencies			UE	32	0	7	7				
International HR strategy & compensation policy	EN	MATI	20		4	4	Written exam 2h	Written exam 2h	Oral presentation	Oral presentation	
Strategic issues and best practices in HRM	EN	MATI	12		3	3	Presentation	Presentation	Presentation	Presentation	
UE 1-5 : Cultural management			UE	16	0	5	5				
New trends in management	EN	MATI	16		3	3	CC	CC (report to handle)	written exam 1h30	written exam 1h30	
International events	EN	MATI		16	2	2	Presentation	Presentation	Presentation	Presentation	
UE 1-6 : Professionalization			UE	4	16	2	2				
Personal development	EN	MATI	4	8	2	2	Presentation	Presentation	Presentation	Presentation	
Professional integration	EN	MATI		4			Presence (val / non val)	Presence (val / non val)	Presence (val / non val)	Presence (val / non val)	
Student commitment	EN	MATI		4			Presence (val / non val)	Presence (val / non val)	Presence (val / non val)	Presence (val / non val)	
Total Semester 3			124	86	30	36,25					
Semester 4											
UE 2-1 : Communication & foreign languages		UE	0	68	4	10,25					
1st language - 1 choice											
1st language English		CHOI		20	2	2	CC	written exam 1h	written exam 1h	written exam 1h	
1st language FLE		CHOI		20	2	2	CC	written exam 1h	written exam 1h	written exam 1h	
2nd language - 1 choice											
2nd language German		CHOI		20	2	2	CC	written exam 1h	written exam 1h	written exam 1h	
2nd language Spanish		CHOI		20	2	2	CC	written exam 1h	written exam 1h	written exam 1h	
2nd language FLE		CHOI		20	2	2	CC	written exam 1h	written exam 1h	written exam 1h	
Optional											
3 rd language		CHOI		28		0,25	CC	Not authorised	same grade as CC	Not authorised	
UE 2-2 : HR auditing			UE	0	12	2	2				
IM Day challenge & events	EN	MATI		12	2	2	Presentation	Presentation	Presentation	Presentation	
UE 2-3 : HR & transformation practices			UE	36	0	5	5				
International professional project	EN	MATI	20		3	3	CC	CC (report to handle)	written exam 1h30	written exam 1h30	
HR innovation management	EN	MATI	16		2	2	CC	CC (report to handle)	written exam 1h30	written exam 1h30	
UE 2-4 : Corporate social responsibility			UE	40	0	5	5				
Organizational behavior	EN	MATI	16		2	2	CC	CC (report to handle)	Presentation	Presentation	
Workplace quality of life & diversity management	EN	MATI	24		3	3	CC	CC (report to handle)	written exam 1h30	written exam 1h30	
UE 2-5 : Cultural management			UE	20	0	3	3				
Collective intelligence & project management	EN	MATI	20		3	3	Presentation	Presentation	Presentation	Presentation	
UE 2-6 : IHRM knowledge development			UE	20	0	3	3				
Research methods and article write up workshop	EN	MATI	20		3	3	Report + oral presentation	Report + oral presentation	Report + oral presentation	Report + oral presentation	
UE 2-7 : Professionalization			UE	0	8	8	8				
Internship / research project	EN	MATI		4	7	7	Memoire + oral presentation	Memoire + oral presentation	Memoire + oral presentation	Memoire + oral presentation	
Student commitment	EN	MATI		4	1	1	Presentation	Presentation	Presentation	Presentation	
Total Semester 4			116	88	30	36,25					
Total Master 2			240	174	60	534					

To pass: standard conditions (10/20 overall average over the year) + a minimum TOEIC score of 785.