

# US172Q - Human Resources Management

## Présentation

### Prérequis

Master in Management M1 Group: Core Curriculum

## Objectifs pédagogiques

This course examines the evolving human resources function within today's organisations. Topics include the changing environment of human resources management; managing human resources in the global community; human capital development; human resources processes and systems, etc

## Programme

### Contenu

#### Introduction

- HRM: the Challenges
- Planning and Implementing Strategic HR Policy
- HR and Managers

#### Organizing & Managing Work Flows Embracing and Managing Diversity in the Workplace

- What is diversity ? - The US and non-US context
- Culture, Cultures, Traditions
- Job Qualifications and the international Context
- Discrimination & Harassment

#### Human Resource Planning and Recruiting

##### Focus on recruitment

- Managing Employee Separations
- Downsizing
- Outplacement

#### Appraisals and Managing Performance

- Employee Training
- Managing Employee Compensation
- Review of questions and case study
- Rewarding Performance
- HRM Internal Communications
- "HRM in a Global Market"
- Stages of Internationalization,
- Expatriation policy
- Individual preferences and team dynamics

#### Casework: Global HR project Management

## Modalités de validation

- Contrôle continu
- Examen final

Mis à jour le 13-03-2025



**Code : US172Q**

Unité spécifique de type mixte

6 crédits

**Responsabilité nationale :**

EPN15 - Stratégies / 1

**Contact national :**

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