

# USM30Q - International Human Resource Management

## Présentation

### Prérequis

Master 2 in International Business and Corporate Development (MR13403A)

### Objectifs pédagogiques

This course will provide an overview of human resource management (HRM) in an international context. HRM is a fundamental component of the competitiveness, effectiveness, and sustainability of any organization, as it influences who is hired, how they are trained, evaluated, and compensated, and what steps are taken to retain them. The HRM function plays a central role in successful organizations, and acts as a “business partner” to meet the strategic goals. However, increasingly, the task of managing and developing people is shared between human resource departments and general managers in decentralized organizations.

The course will focus on managers, that is, how they can develop and implement these human resources practices, in order to promote individual and collective performance while considering individuals' perspectives. As the course is *not* aimed at HR managers, it will not engage in the technical aspects of personnel management.

## Programme

### Contenu

- HRM and International HRM Models
- HRM and Strategy
- HRM and Culture
- Comparative and International Human Resource Management
- Industrial Relations and Ethics

### Modalités de validation

- Contrôle continu
- Examen final

### Description des modalités de validation

Individual and group work, class participation.

Mis à jour le 13-03-2025



### Code : USM30Q

Unité spécifique de type cours

2 crédits

### Responsabilité nationale :

EPN15 - Stratégies / Alexis  
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