

Digital HRM and Social Networking



SCHOOL

IAE School of Management



CAMPUS

Saint-Serge



LEVEL

2nd year Master's degree



OPEN TO EXCHANGE STUDENTS

Yes



SEMESTER

Fall (S1)

> **Degree course:** International Human Resource Management

> **Teaching unit:** Digital HR competencies

> **Course language:** English

> **Duration (hours):** 14

> **ECTS:** 3

> **Teacher(s):** Miriam El Khalouqi - Patrick Storhayé

> **Assessment:**

Continuous assessment

Final exam

> **Teaching methods:**

Lecture course 12 hours

Tutorial course 2 hours

Practical work hours

Case study

Project

COURSE DESCRIPTION

HRSIS - 6 hours: HRSIS are integrated digital human resource management tools that are growing rapidly in companies. Students have access to a website with all the useful instructions to make the business case (videos + pdf download) Students have 3 weeks to prepare it and watch a 1-hour course of dense content in asynchronous mode with 11 podcasts in English on the subject

- After these 3 weeks, there is a morning in synchronous mode with Teams for a 3-hour feedback session (presentations + 1 debriefing) of the overall business case.

Social networking - 14h hours: Social networking is a way for recruiters to find candidates and a way for candidates to research information about companies.

- Social networking: HRM practices and exercises (8 hours, with Miriam El Khalouqi)

- Professional networking with the My Job Glasses Platform (led by Frédérique Chédotel)

Online course with podcasts and conferences Business case (HRIS)

Social networking with the Myjobglasses platform

Continuous evaluation:

- part 1 (HRIS): business case - 50% of the score

- part 2 (social networking) - 50% of the score

OBJECTIVES

To understand and learn core means of HRM digitalization: social networking in the e-recruitment process and human resources information system management.

PREREQUISITES

Classical recruitment process

SELECTIVE BIBLIOGRAPHY

Storhayé, P. (2013). Le SIRH: Enjeux, facteurs de succès et perspectives. Dunod. Storhayé, P. (2016). Transformation, RH & digital: De la promesse à la feuille de route. Editions Ems. <https://storyrh.fr/digital-rh/>