

International Recruitment and Training



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:** UE 1-3 International HRM practices

> **Course language:** English

> **Duration (hours):** 24

> **ECTS:** 3

> **Teacher(s):** Frédérique Chédotel and Eléonore Bihan

> **Assessment:**

Continuous assessment

Final exam

> **Teaching methods:**

Lecture course 24 hours

Tutorial course hours

Practical work hours

Case study

Project

COURSE DESCRIPTION

Part 1: Introduction and international recruitment (F Chédotel)

1. Global challenges of international recruitment
 2. Practices of international recruitment
 3. Interculturality and Integration of International Workers
- Group work on research article

Part 2: Training and staffing practices (E Bihan)

1. How to analyze the training needs
 2. Designing a training process
- Exercises: conducting interviews - analyzing the training needs - preventing discrimination

Part 3: Recruitment simulation (F Chédotel)

Participation in a hackathon and/or recruitment simulation for undergraduate students. Activities: define a job description, write the job advertisement, select CVs, conduct interviews, and hire someone.

Teaching methods: Theoretical presentation using examples from various companies, Recruitment simulation, exercises, case studies and presentations.

Assessment: Presentation of a research article (10 pts), Simulation of a recruitment process - oral and written feedback (10 pts)

OBJECTIVES

This is an advanced course in talent management in an international context. The objectives are:

- To understand the adaptation of recruitment and training strategies and practices in an international context,
- To be able to implement a recruitment and a training process

PREREQUISITES

Prior knowledge of recruitment and interculturality will be a plus

SELECTIVE BIBLIOGRAPHY

Tarique, I., Briscoe, D. R., & Schuler, R. (2015). International human resource management: Policies and practices for multinational enterprises. Routledge.