

International HRM in Hotel Industry



SCHOOL

Esthua National Institute of
Tourism (INNTO France)



CAMPUS

Saint-Serge



LEVEL

1st year Master's degree



OPEN TO EXCHANGE STUDENTS

Yes



SEMESTER

Fall (S1)

> **Degree course:** International Hospitality

> **Teaching unit:** UE4

> **Course language:** English

> **Duration (hours):** 16

> **ECTS:** 2

> **Teacher(s):** Fabrice TESSIER

> **Assessment:**

Continuous assessment

Final exam

> **Teaching methods:**

Lecture course 16 hours

Tutorial course hours

Practical work hours

Case study

Project

COURSE DESCRIPTION

Discover and discuss the content, the position, the role and the challenges given to the HR department and people in charge.

- Definition - Position in the organisation - Department content - Service Culture - Employee Value Proposition - Values - Quality service - Elements of Attractivity - HRM scope and stakes - Environmental and cultural influences on HRM - HRM functions and policies, a strategic role.

Exercise for students to present EVP developed by major hospitality groups.

OBJECTIVES

Students will acquire a global view and specific aspects of the HR function in Hospitality.

- From HR to Talent & Culture: evolution and key strategic role.
- Personal needs regarding HR management.

PREREQUISITES

Experience in Hospitality helps to understand and to define the needs of HR

SELECTIVE BIBLIOGRAPHY

David, A. D., & Stephen, P. R. Fundamentals of Talent & Culture Management (Wiley) - Redman T., Wilkinson, A., Contemporary HRM, Text and cases (Pearson Education) - Gary, Dessler., Talent & Culture Management (Pearson) - Evans N., Strategic Management for Tourism, Hospitality and Events - Besseyre de Horts, C.H., RH au quotidien Dunod - Baum, T., Managing Human Resources, Chapman & Hall - Adair, J., Develop your leadership skills, Kogan Page