

## Competency Management and International Mobility



### 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:** International HRM practices

> **Course language:** English

> **Duration (hours):** 24

> **ECTS:** 3

> **Teacher(s):** Sihem Mammam el Hadj

#### > **Assessment:**

Continuous assessment

Final exam

#### > **Teaching methods:**

Lecture course 24 hours

Tutorial course hours

Practical work hours

Case study

Project

## COURSE DESCRIPTION

The transformation of competencies and mobility practices in an international context: issues and challenges.

Part 1: Competency management

- The competency management practices: definition, approaches, and possible strategies
- Towards talent management in an international context
- Case studies and article presentations

Part 2: Mobility management

- Defining mobility and connected concepts
- Global mobility
- International careers
- Case study and article presentations

Teaching methods :

Scientific articles to understand theories and concepts around competency, mobility and career management. Practice: analyze and practices of international companies (case studies)

## OBJECTIVES

This is an advanced course in talent management in an international context. Focusing on competency and mobility management, the objectives are:

- To understand and be able to implement competency practices
- To explore factors playing a role in the decision and enabling the mobility process.

## PREREQUISITES

Human resource management basics

## SELECTIVE BIBLIOGRAPHY

B. Sebastian Reiche, Anne-Wil Harzing, Helene Tenzer, International HRM, SAGE Publications, 2019