

Strategic Issues and Best Practices in HRM



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 1-4

> **Course language:** English

> **Duration (hours):** 12

> **ECTS:** 3

> **Teacher(s):** Patrick Storhaye

> **Assessment:**

Continuous assessment

Final exam

> **Teaching methods:**

Lecture course 12 hours

Tutorial course hours

Practical work hours

Case study

Project

COURSE DESCRIPTION

1st lesson: Strategic issues in HRM (face-to-face session)

Understand the links between some global economic shifts, their consequences on strategic & organizational methods and their implementation in terms of HR ;

Understand, thanks to a critical approach, the main concept, methods and tools linked to HR issues;

Understand the main reasons why the management models have been built for;

Understand the reasons why the simultaneous need for productivity and innovation leads to the disappearance of preconceived management models and forces HR professionals to focus on autonomy issues

Think of the valuable individual behaviours to learn and develop towards the business shifts.

2nd lesson: Business case (online session) The students will deal with a business case (teamwork) during the morning, before a feedback session (oral presentation and debriefing).

Teaching methods:

Powerpoint & Prezi presentations including theoretical materials given by the lecturer and multimedia materials

Business case: group assignments with presentations and teamwork

Theme discussions based on videos, Interactivity, ideas & experience sharing

Assessment : Presentation of teamwork during the class

OBJECTIVES

Understanding the basis of the HR function, its role & mission in the strategy of the companies;

Measuring the main issues that the business is facing and the consequences for the HR function;

Discovering the logical links between the business issues and the HR methods through the talent (individual & collective) topic;

Thinking of the key competencies and the individual behaviours to develop.

PREREQUISITES

Basic course in Human Resource Management

SELECTIVE BIBLIOGRAPHY

#1 What Matters Now: How to Win in a World of Relentless Change, Ferocious Competition, and Unstoppable Innovation? Gary Hamel - Jossey-Bass (2012), #2 Drive: The Surprising Truth About What Motivates Us - DH. Pink - Riverhead Books (2011), #3 "The Essential Drucker: The Best of Sixty Years of Peter Drucker's Essential Writings on Management" Peter Drucker - HarperBusiness (2008), #4 HR Transformation: Building Human Resources From the Outside In - Dave Ulrich - McGraw-Hill (2009), #5 Start with Why: How Great Leaders Inspire Everyone to Take Action - Simon Sinek - Portfolio Trade (2011)