

HR Innovation Management



SCHOOL

IAE School of Management



CAMPUS

Saint-Serge



LEVEL

2nd year Master's degree



OPEN TO EXCHANGE STUDENTS

Yes



SEMESTER

Spring (S2)

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

> **Teaching unit:** UE 2-3 HR Transformation Practices

> **Course language:** English

> **Duration (hours):** 16

> **ECTS:** 2

> **Teacher(s):** Lee Crawford and Frédérique Chédotel

> Assessment:

Continuous assessment

Final exam

> Teaching methods:

Lecture course hours

Tutorial course 16 hours

Practical work hours

Case study

Project

COURSE DESCRIPTION

Part 1: Transforming HR Practices

Frédérique Chédotel - 4 hours

What is innovation Introduction to human management's approach?

Part 2: HR Innovation

Lee Crawford - 12 hours

Challenges and prospects for HRM transformation in an international context

Using design thinking to transform HR practices

Case study

Teaching method: Participative course and case studies.

Assessment: Continuous assessment of work during classes, including results of teamwork, and final presentations

OBJECTIVES

This course aims to foster the student's ability to innovate as HR managers/consultants and to promote transforming practices, in a context of societal mutation (climate, human management, agility, etc.).

The HR innovation course provides an understanding of what HR innovation is through models of understanding, a review of current innovative practices and case studies.

PREREQUISITES

Participation in the following courses:

- Collective intelligence and project management
- HR innovation management

SELECTIVE BIBLIOGRAPHY

Laurent Taskin's articles about human management

Presencing Institute website

Bathelt, H., Cohendet, P., Henn, S., & Simon, L. (Eds.). (2017). The Elgar companion to innovation and knowledge creation.

Edward Elgar Publishing.