

06210381 - HRM Trends in Europe

Crédits ECTS	2
Volume horaire total	23
Volume horaire CM	23

Responsables

Valax Marc

Formations dont fait partie ce cours

Master 2 Manager des Affaires Européennes (alternance)

Objectifs

Overall review of the current situation of international managers at a time of shifting certainties and of a lack of actual solutions. New prospects to understand the motivation process and widen it to include compensation, training, coping with stress at work and job satisfaction.

TARGETED KNOWLEDGE

1. Responding to financial globalization, uberization and prosumers,
2. Overseeing movement of jobs to countries with low-cost labor,
3. Managing workforce diversity,
4. Improving quality and productivity in GAFSA companies,
5. Dealing with NEET (Not in employment, education, or training) in the EU.

TARGETED SKILLS

1. Speaking
2. Active Listening
3. Social Perceptiveness
4. Persuasion
5. Critical Thinking
6. Service Orientation
7. Judgment and Decision Making

Contenu

Introduction: IHRM challenges

Globalization and IHRM

- 1 Staffing the global organization
- 2 Blended learning and serious games for a better motivation

Workplace empowerment and organisation development

- 3 Job satisfaction & work performance
- 4 International salesforce management

Conclusion

Bibliographie

BOOKS USED AS REFERENCE:

Vance, C.M. & Paik, Y. (2015), *Managing a global workforce*, Routledge, New York, 3rd edition.

EMBLEMATIC BOOKS OR RESEARCH PAPERS REGARDING THE SUBJECT OF THE COURSE

Caligiuri, P; Di Santo, V. (2001). "Global competence: What is it, and can it be developed through global assignments?" *Human Resource Planning*, vol.14, n°1, p.27–35.

Delbridge, R., Hauptmeier, M.; Sengupta, S., (2011). "Beyond the enterprise: Broadening the horizons of International HRM", *Human Relations*, vol. 64, p. 483-505.

Greenberg, J. (1990). "Employee Theft as a Reaction to Underpayment Inequity: The Hidden Cost of Pay Cuts", *Journal of Applied Psychology*, vol.75, n°.5, p.561-568

Harrison, D. A., Shaffer, M. A., & Bhaskar-Shrinivas, P. (2004). "Going places: Roads more and less traveled in research on expatriate experiences", *Research in Personnel and Human Resource Management*, vol. 23, p.199–247.

Hechanova, R., Beehr, T. A., & Christiansen, N. D. (2003). "Antecedents and consequences of employees' adjustment to overseas assignment: A meta-analytic review", *Applied Psychology*, vol. 52, n°2, p.213–236.

PUBLICATIONS OF THE IAEYON FACULTY REGARDING THE SUBJECT OF THE COURSE

VALAX, M. et RIVE, J. (2016), « Les modes de contrôle interactif des filiales internationales, quand le coopérativisme devient subordination à l'étranger », *Revue Française de Gestion*, (2016-3), n°256, p.139-158, numéro thématique «Relations déséquilibrées».

VALAX, M (2016) « Analysis of international employee motivation and perceptions of inequity in a world leading airline », *Management International*, vol. 52, n°8, in publication .

VALAX, M. (2011) « Beyond McDonald's CSR Perspective in China: Report on Damaged Reputation of Employment from Case Study Research », *Asia Business and Management Review*, Special issue CSR in Asia, April 2011, pp.45-68.

Contrôles des connaissances

Continuing Examination

Written exam, 2h

In class examination

Nature of student work and proportion weight: case study

Informations complémentaires

TEACHING METHODS

Theoretical framework in international human resources management + current habits in SMEs and MNCs.

Real case studies.

ADDITIONAL READINGS:

Black J.S. and Morisson A.J. (2014), *The Global Leadership Challenge*, Routledge, New York.

Hall, E.T. (1984), The silent language, Seuil, Paris.

Redman, T. & Wilkinson, A. (2011), Contemporary Human Resources Management, Prentice Hall, London.

Renseignements pratiques

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Stages et carrières

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