

06210583 - Principles of Human Resources Management

Crédits ECTS	4
Volume horaire total	24
Volume horaire CM	24

Responsables

Valax Marc

Rive Jerome

Formations dont fait partie ce cours

Licence 3 Management & Global Business (Bachelor)

Bachelor Management & Global Business

Objectifs

Overall review of HRM at a time of shifting certainties and of a lack of actual solutions. New prospects to understand the motivation, satisfaction processes and widen it to include compensation, training, industrial relations, expatriation and coping with stress at work.

TARGETED KNOWLEDGE

OPENNESSSOCIAL

RESPONSIBILITY

LINK BETWEEN THEORY AND PRACTICES

TARGETED SKILLS

STRATEGY

ANALYSIS

STRATEGIC ROLL OUT

MANAGEMENT AND LEADERSHIP

CHANGE MANAGEMENT

DEVELOPEMENT

Contenu

INTRODUCTION: definition and large scope of HRM practices

Part 1 Context and main challenges in HRM

Recruitment and new practices

Training and new methods

Industrial relations in the 21st C

Part 2 WORKPLACE EMPOWERMENT AND ORGANISATION DEVELOPMENT

Wages and motivation process

Expatriation and other international assignments

Career planning

CONCLUSION

Bibliographie

BOOKS USED AS REFERENCE:

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

Contrôles des connaissances

Final Exam

Written

Continuing Examination

In class examination, 2h

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:

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

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

Renseignements pratiques

iaelyon School of Management

Université Jean Moulin

1C avenue des Frères Lumière

CS 78242

69372 Lyon cedex 08

Téléphone : +33 (0)4 78 78 70 66

[Sur Internet](#)

Stages et carrières

Stages, alternance, emploi : entreprises, déposez vos offres à destinations des étudiants et diplômés de l'iaelyon, consultez le calendrier des stages et la CVthèque.

> [Accès Link'iaelyon](#)

Mise à jour : 26 février 2019