

# MSc INTERNATIONAL HUMAN RESOURCES & PERFORMANCE MANAGEMENT

**MANAGEMENT**

**INTAKES: JANUARY & SEPTEMBER**  
**CAMPUS: PARIS**  
**LANGUAGE: ENGLISH**



## Project-based and networked with local companies and professional HR organisations

### Career opportunities

HR manager, training manager, talent development management, recruitment manager, career development manager, organisational change project manager, organisational consultant ...

### Programme outline

The MSc International Human Resources & Performance Management aims to meet the specific needs of future human resource practitioners and managers, such as to develop and manage HR processes and practices for improved performance.

As such, the programme provides in-depth study of human resource management in multicultural and international settings; in addition, students examine how employees' professional activities can best be developed and managed to enable them to enhance their own knowledge and skills and to encourage optimal performance for their organisation.

### Why choose this programme

In today's fast-moving, global and interconnected workplace, this programme responds to the following key company HRM needs:

- ▶ HR managers who play a key role in organisational change and learning in today's complex global and multicultural environments,
- ▶ HR managers able to identify the appropriate knowledge and skills development for employees to improve organisations' overall performance.

Thus, HR professionals need to be:

- ▶ Agents enabling organisational change to respond to new business realities and opportunities,
- ▶ Advocates of skills and knowledge development within the organisation,
- ▶ Architects of work and organisational design,
- ▶ Guarantors of equity and fairness in organisational processes.

This MSc programme aims to meet these needs and requirements by developing students' knowledge and skills to work on organisational change management issues within global and multicultural contexts, and contribute to the development of appropriate HRM policies and strategies to promote organisational performance.

Since the role of the HRM professional is considered to be strategic in defining, developing and implementing companies' strategies, this programme, in addition to providing a sound foundation of organisations' operational HRM requirements also focuses on key knowledge economy dimensions, such as individuals' knowledge acquisition and management, development of continuous learning, and performance management.

All courses are taught by an international faculty that combines high academic achievement with solid corporate experience.

### In-company projects and assignments

- ▶ **Specialised assignments** on specific aspects of HR policy (for example, well-being at work policies, recruitment, training, studies on strategic workforce planning, participation in setting up of HR management systems)
- ▶ **Broader, general assignments** combining several different aspects of HR policy (recruitment and/or training, remuneration and/or SWP) or in relation with transverse projects (change management consulting, diversity project management...).

### Admission contacts for French students

France: +33 (0)1 41 16 76 71  
or +33 (0)3 20 21 59 25  
admissionspostgraduate@skema.edu

### Admission contacts for International students

France: +33 (0)3 20 21 59 69  
or +33 (0)1 41 16 75 34  
USA: +1 (919) 535-5701  
China: +86 512 6260 2865  
international.admissions@skema.edu



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25<sup>th</sup> best worldwide Master in  
Management (2018)

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# Programme structure

These details are for information only and may be changed by the school without prior notice.

SEMESTER ONE	CREDITS
<b>SKEMA DNA/PERSONAL AND PROFESSIONAL DEVELOPMENT COURSES</b>	
Employability and Career	1
Globalisation and HRM: The Cultural Impact on People and Organisations	3
<b>MODULE 1: FUNDAMENTALS OF HRM</b>	
HRM: Fundamentals of Organisational Structures	2
Advanced Organisational Behaviour	2
<b>MODULE 2: INTERNATIONAL HRM</b>	
Managing HR and Careers in International Organisations	3
<b>MODULE 3: PERFORMANCE MANAGEMENT</b>	
Managing Individual & Collective Performance Systems	3
Recruitment Techniques	2
<b>MODULE 4: LEARNING, KNOWLEDGE, CHANGE</b>	
Knowledge and Collaborative Intelligence	3
<b>MODULE 5: CONTEMPORARY ISSUES IN HRM</b>	
Strategic Human Resource Management	3
Corporate Social Responsibility and Business Performance	2
<b>ELECTIVE COURSES</b> (choose one in addition to Research Methods)	
Droit Social (FR) or Conflict Management	3
Research Methods (mandatory for MSc)	3
<b>TOTAL CREDITS SEMESTER 1</b>	<b>30</b>

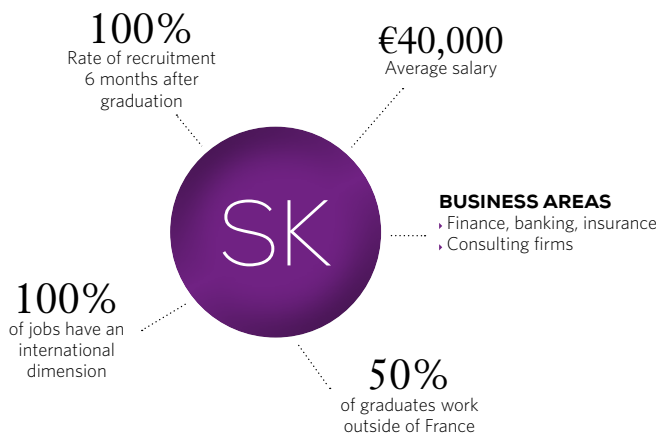
SEMESTER TWO	CREDITS
<b>SKEMA DNA/PERSONAL AND PROFESSIONAL DEVELOPMENT COURSES</b>	
Employability and Career	1
Personal and Professional Development for the HR Manager	3
<b>MODULE 1: FUNDAMENTALS OF HRM</b>	
HR and the Legal Environment - Comparative Labour Law	3
<b>MODULE 2: INTERNATIONAL HRM</b>	
International Labour Relations	3
Benefits & Compensation in International Organisations	2
<b>MODULE 3: PERFORMANCE MANAGEMENT</b>	
HR Metrics & The Balanced Scorecard	3
Information Systems for HRM	2
<b>MODULE 4: LEARNING, KNOWLEDGE, CHANGE</b>	
Designing Innovative Learning/Learning for the 21st Century	2
Organisational Development and Change Management	3
<b>MODULE 5: CONTEMPORARY ISSUES IN HRM</b>	
Workforce Management and Talent Development	3
Quality of Life at Work	3
<b>ELECTIVE COURSES</b> (choose one)	
Risk and Crisis Management or Droit de la formation professionnelle continue (FR)	2
<b>TOTAL CREDITS SEMESTER 2</b>	<b>30</b>
<b>DISSERTATION</b>	<b>30</b>
<b>TOTAL FULL YEAR (S1+S2+DISSERTATION)</b>	<b>90</b>

“As a student who didn't have a background in business, I strongly believe that this programme contained the perfect mix of elements needed to change the direction of my career. The classes are interesting and cover a vast range of subjects. With a combination of academic professors and HR professionals you get a great overview of theoretical perspectives as well as an insight into the day to day working life. The networking events and workshops organised by the school have enabled me to find an internship in a large international company in Paris.” „

**Sarah Finegan**, MSc International Human Resources & Performance Management, Class of 2017

## SKEMA MSc employment rate

MSc MSc International Human Resources & Performance Management  
SKEMA Careers Service employment survey class of 2016



### Programme Director

Amine Ezzerouali

### Tuition fees

- › One-year MSc: €16,900
- › Two-year MSc option: €28,000 (total fees for two years' tuition)

### Recruiting companies

Accenture, Althéa Groupe, AccorHotels, Adecco, Amadeus, Auchan, AXA, EDF, Henkel, Kyriad, l'Occitane, Valeo, Rexel, Orange, Otis, General Electric, LVMH, Crédit Agricole, Société Générale, SAP, Sodexo, Crown Relocation, IBM, Thales, Microsoft...

