

MSc INTERNATIONAL HUMAN RESOURCES & PERFORMANCE MANAGEMENT

Programme taught in English at the Paris campus
This MSc is accredited by the Conférence des Grandes Ecoles

INTAKES: January and September

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 HR & Performance Management is designed to meet the needs of future human resource practitioners and managers who develop and manage HR processes, lead and implement change within their organisations and design, measure and manage work processes and practices for improved performance. This programme combines the study of human resource management in a multicultural & international setting with an understanding of how to design and manage activities that will help individuals and teams develop knowledge and skills and reach full potential in order to achieve an optimal level of performance for the organisation.

WHY CHOOSE THIS PROGRAMME

- ▶ **The MSc International Human Resources & Performance Management responds to two vital company needs:**
 - ▶ Training human resource managers to play a key role in organisational change and learning, in complex global, multicultural environments;
 - ▶ As well as accompanying individuals in developing knowledge and skills with the aim of improving the overall performance of the organisation.
- ▶ **This programme has been designed to satisfy professional expectations in the area of HRM in our current complex economic context:**
 - ▶ To develop managers' skills in change management and in organisational learning in a global context with multicultural issues
 - ▶ To build a complete view of performance and to help managers develop adequate HRM policies and strategies to promote organisational performance.

Beyond an operational point of view, this programme is built with a strategic approach including major dimensions such as management of the knowledge of individuals, development of continuous learning and performance management.

The programme takes the view that the HRM manager is a key actor in the definition, the development and the implementation of the company's strategy.

The HR manager is at the same time:

- ▶ A change agent
- ▶ In charge of developing skills and knowledge
- ▶ An architect of work and organisational design
- ▶ A guarantor of equity and fairness in organisational processes

The faculty team is composed of international professors combining high academic achievement with solid corporate experience.

IN-COMPANY PROJECTS AND ASSIGNMENTS

Specialised assignments on some aspect of HR policy (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 manager...).

PARTNER/ RECRUITING COMPANIES

Adecco, Amadeus, Auchan, AXA, Bayer Schering, Cemafroid, EDF, Experis it, Henkel, l'Occitane, Valeo, Rexel, Orange, Otis, General Electric, Accenture, LVMH, Crédit Agricole, SAP, IBM, Marineland, Thales, Microsoft...

ADMISSION CONTACTS

FRENCH STUDENTS

USA: +1.919.535.5700 - China: +86.512.6260.8988
France: +33(0)1.41.16.76.71 or +33(0)4.93.95.32.79
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INTERNATIONAL STUDENTS

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I am really glad I have chosen this MSc Programme for my last year at SKEMA. It really responds to my expectations as a specialisation in Human Resources. I particularly appreciate how the programme is designed: to show that Human Resources is a key part in companies and that Human Resources Directors are strategic business partners in the company. I think this programme is totally linked with the expectations of international companies nowadays when they have to recruit their HR professionals. Besides, I really enjoyed to work with several companies like Valeo for a project on Well-Being at Work. The programme is clearly oriented to the international environment but it also provides us with essential bases for the students who want to work in France like the law courses which were particularly interesting.”



SKEMA is one of the rare business schools offering an MSc in Human Resources, and this is really a plus on the labour market. With the business school background and courses from HR specialists, I have developed indispensable competences to become a good HR business partner. The programme has really integrated that the HR function is changing and is becoming increasingly strategically important for organisations. Professors have delivered to us really topical and accurate content. Thanks to this programme, I have been selected for an HR graduate program at AXA This year has been a really good experience, so I definitely recommend this MSc.”

SKEMA MSc EMPLOYMENT RATE:

- ▶ Rate of recruitment six months after graduation for this MSc: 100%.
- ▶ Average starting salary: €37,170

Source: SKEMA Career Center 2015 employment survey.

PROGRAMME DIRECTOR

Anke Middelmann

PROGRAMME STRUCTURE

SEMESTER 1	
MANDATORY COURSES	Credits
SKEMA DNA/PERSONAL AND PROFESSIONAL DEVELOPMENT COURSES	
Employability and Careers	1
Globalisation	3
MODULE 1: FUNDAMENTALS OF HRM	
HRM: Fundamentals of Organisational Structures	2
Advanced Organisational Behaviour	2
MODULE 2: INTERNATIONAL HRM	
Multicultural Management	2
Managing HR and Careers in International Organisations	3
MODULE 3: PERFORMANCE MANAGEMENT	
Managing Individual & Collective Performance Systems	3
Recruitment Techniques	2
MODULE 4: LEARNING, KNOWLEDGE, CHANGE	
Managing Change	2
Collaborative Management, Creativity and Innovation	2
MODULE 5: CONTEMPORARY ISSUES IN HRM	
Strategic Human Resource Management	3
RESEARCH METHODS	
ELECTIVE COURSES (choose one)	
Droit Social (FR) or Conflict Management	2
TOTAL SEMESTER 1	30
SEMESTER 2	
MANDATORY COURSES	Credits
SKEMA DNA/PERSONAL AND PROFESSIONAL DEVELOPMENT COURSES	
Employability and Careers	1
Advanced Strategy	3
MODULE 1: FUNDAMENTALS OF HRM	
Comparative Labour Law	3
Organisation of Work and Organisational Performance	2
Workforce Management	2
MODULE 2: INTERNATIONAL HRM	
International Employment Relations	2
Benefits & Compensation	2
MODULE 3: PERFORMANCE MANAGEMENT	
HR Metrics & The Balanced Scorecard	3
Information Systems for HRM	2
MODULE 4: LEARNING, KNOWLEDGE, CHANGE	
Designing Innovative Learning/Learning For The 21st Century	2
Organisational Development	2
MODULE 5: CONTEMPORARY ISSUES IN HRM	
Employee Development and Talent Management	2
Quality of Life at Work	2
ELECTIVE COURSES (choose one)	
Risk and Crisis Management or French Training Law (FR)	2
TOTAL SEMESTER 2	30
DISSERTATION	30
TOTAL FULL YEAR (Courses: 60 + Thesis: 30)	90

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

TUITION FEES: €16,500

