

- Faculté des sciences économiques
- [www.unine.ch/seco](http://www.unine.ch/seco)

### Culture, Human Resources and International Firms (5EN2034)

Filières concernées	Nombre d'heures	Validation	Crédits ECTS
<b>Master en développement international des affaires</b>	<b>Cours: 2 ph</b>	Voir ci-dessous	3
<b>Master of Arts en innovation, orientation Innovation et société</b>	<b>Cours: 2 ph</b>	Voir ci-dessous	3
<b>Master of Law en innovation</b>	<b>Cours: 2 ph</b>	Voir ci-dessous	3
<b>Master of Science en innovation</b>	<b>Cours: 2 ph</b>	Voir ci-dessous	3

ph=période hebdomadaire, pg=période globale, j=jour, dj=demi-jour, h=heure, min=minute

#### Période d'enseignement:

- Semestre Printemps

#### Equipe enseignante

Professor: Cinzia Dal Zotto  
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#### Contenu

This course aims to provide students with the fundamental elements and concepts necessary to analyze, discuss and evaluate the choice of policies and practices for managing human resources within an international business context.

Beyond organizational strategies and structures, the internationalization of companies is carried by people. In order to succeed within an international environment, internationally oriented companies need thus to be able to effectively manage their people across different economic and cultural environments. The different session of this course will therefore address the context, the main challenges and practices of human resources management in international firms.

#### Forme de l'évaluation

The evaluation form includes an individual assignment and a group assignment (presentation of an academic article and a case study).

The distribution of points is as follows:  
- Group work (article + case study) : 50 points  
- Individual work: 50 points

In case of failure/insufficient grade, students have to take a two hour individual written exam accounting for 100% of the final grade during the retake session in September or during the exam session at the end of the next semester in which the course is offered.

Documents or connected devices are not permitted during the exams. In case of violation of these rules, the students are in a situation of fraud and the unauthorized will be removed. The exam will be deemed as failed.

If the retake session is online, the 2 hours written exam would be open book.

#### Documentation

- Crawley, E., Swailes, S., & Walsh, D. 2013 or 2015. Introduction to International Human Resource Management, Oxford University Press.
- Tarique Ibrahiz, Briscoe Dennis R., Schuler Randall S. 2016. International Human Resource Management: Policies and Practices for Multinational Enterprises, Routledge.

Books and further literature will be given during the course and made available on Moodle.

#### Forme de l'enseignement

The teaching method includes lectures, case studies and group discussions.

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## **Culture, Human Resources and International Firms (5EN2034)**

### **Objectifs d'apprentissage**

Au terme de la formation l'étudiant-e doit être capable de :

- Work in teams by acknowledging individual competences, setting priorities and respecting deadlines
- Solve practical cases related to the international management of human resources
- Explain the recruitment and selection process within multinational firms
- Identify the challenges of attracting, training and developing talents in multinational firms
- Describe how to manage creative and effective working teams
- Compare the institutional, economic and legal contexts of HRM in different countries
- Evaluate the limits of international HRM frameworks as well as critical-ethical HRM approaches
- Discuss the influence of national and organizational culture on international HRM
- Illustrate the role of human resource management (HRM) within a context of internationalization

### **Compétences transférables**

- Discuss complex issues
- Apply knowledge to new situations
- Manage a project
- Generate new ideas (creativity)
- Carry out a critical analysis