

- 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            |

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, understand 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. To succeed international companies need thus to be able to effectively manage their people across different economic and cultural environments. The various sessions of this course will therefore address the context, the main challenges and the practices of international human resources management.

### Forme de l'évaluation

The evaluation form consists of individual and group assignments.

The grade is formed as follows:

- Group work (50%) : case study (40%) and article presentation (10%)
- Individual work (50%) : oral exam (40%) and contribution to article discussion (10%)

### Modalités de rattrapage

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

- Tarique Ibrahim, Briscoe Dennis R., Schuler Randall S. (2016 or 2022). International Human Resource Management: Policies and Practices for Multinational Enterprises, Routledge.

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

### Pré-requis

None.

### Forme de l'enseignement

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

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

#### **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
- Illustrate the role of human resource management (HRM) within a context of internationalization
- Discuss the influence of national and organizational culture on international HRM
- Explain the recruitment and selection process within multinational firms
- Identify the challenges of attracting, training and developing talents in multinational firms
- Evaluate the limits of international HRM frameworks as well as critical-ethical HRM approaches
- Compare the institutional and economic contexts of HRM in different countries

#### **Compétences transférables**

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