



MSc International Human Resource Management in the Digital Age

Grenoble

THIS PROGRAM PROVIDES STUDENTS WITH A DEEP UNDERSTANDING OF GLOBAL HR MANAGEMENT AND AN INSIGHT INTO THE IMPACT AND CHALLENGES OF DIGITAL TRANSFORMATION ON HR TODAY.

Our Mission: To equip managers with the tools and knowledge to work in HR anywhere in the world, in any company. These managers will have the skills to boost corporate performance through the effective management of the company's workforce and the ability to adapt their organization for the future, both on a human and on a digital level.

START DATE	DURATION	TUITION FEES	ADMISSIONS
September	2 years: 7 months on campus + 4-6 months internship (year 1) 4 months on campus + 4-6 months internship (year 2)	€ 12,500 per year 2022 Intake	Tel.: +33 4 56 80 66 50 admissions@grenoble-em.com

GEM Ranked

28th

In the Financial Times
European Business
Schools 2020
Ranking

3rd

In France in the
EdUniversal
Business School
2020 Ranking

MSc IHRM

19th

in France
EdUniversal
Classement Masters
MS MBA 2021

90%

of graduates
employed within 4
months of graduating

Benefits

- Follow a **pioneering program** in its field, covering the fundamentals of IHRM with a unique focus on the developments and challenges of new ways of working linked to digital transformation.
- Become a global leader** by learning how to handle HR operations in a dynamic international environment.
- Develop on both a professional and a personal level within **an intensive and stimulating program** in a multicultural environment.
- Have the opportunity to apply your learning directly to a real HR issue within a company as part of the **Live Business Case**.
- Earn your degree from a **triple-accredited institution** with worldwide recognition.

Faculty

Classes are taught by GEM faculty, visiting professors from top universities worldwide, and top business professionals. Most of the permanent faculty are engaged in applied research, with teaching linking theory to practice through business cases. Their diverse cultural and international background lends a strong international dimension to the program

Innovative Learning for Career Progression

You will be encouraged to develop your professional skills through a series of innovative learning activities. By taking part in real-life professional experimentations and in GEM's renowned serious games, you will be encouraged to develop your soft skills.

Serious Game Designer Certificate ¹

Students have the additional option of obtaining the serious game designer certificate at no additional fee. This certificate program is designed to boost your ability to solve managerial challenges and develop creativity.

Conditions apply ¹

Foreign Languages

Learning a foreign language is required. It is an integral part of the MSc IHRM in order to graduate. Non-French speakers have the option of studying French (beginner to advanced level). French speakers may choose from a number of other languages at beginner level.

Live Business Case

The Live Business Case (LBC) gives the students the opportunity to apply their learning directly to a real HR issue offered by a participating company. Students will work in teams and develop their LBC over several months in parallel to the taught part of the program. The objective of the LBC is for MSc IHRM students to help real companies find innovative solutions to address their HR issues and enable them to improve their HR process with digital tools.

Exchange semester

The international exchange option is one of the four international opportunities offered to IHRM students during the two-year program. Grenoble EM is able to offer exchange options from its prestigious network of partner institutions. The full one semester exchange is situated during the autumn semester of year two. Students who successfully complete year one will be eligible to apply for this exchange.

PROGRAM*

* Program content subject to change

YEAR 1 - Core Courses

Fall Semester

Essential Business Skills

- Strategic Management
- Project Management
- Business Research Techniques
- Accounting
- Corporate Finance
- Foreign Language

Specialization

- Fundamentals of HR Management
- Personality Test & Talent Acquisition
- Live Business Case 1

Spring Semester

Professional Development Skills

- International Negotiation
- Sustainability Transition
- Reflexivity & Professional Development
- Foreign Language

Specialization

- Live Business Case 2
- Gamification & Creation of a Serious Games for HR
- CSR & Diversity (Study Trip)

Individual tracks

Students choose one of the following:

Professional track

- Four to six months internship or full-time employment, anywhere in the world

Professional Certificate Track

- Students choose from a number of professional online certificates

YEAR 2 - Specialization

Fall Semester

Specialization

- HR as a Coach
- Compensation Practices & Policies
- New Organizations & Well-being at Work
- Digital Transformation for HR Professionals
- HRBP at the Heart of Transformation
- Talent Management
- Managing Knowledge to Develop Core Competencies
- HR Analytics & Data Practice
- Foreign Language

Spring Semester

- Final Dissertation
- Responsible Leadership & Future Organisations

Students choose one of the following:

Professional track

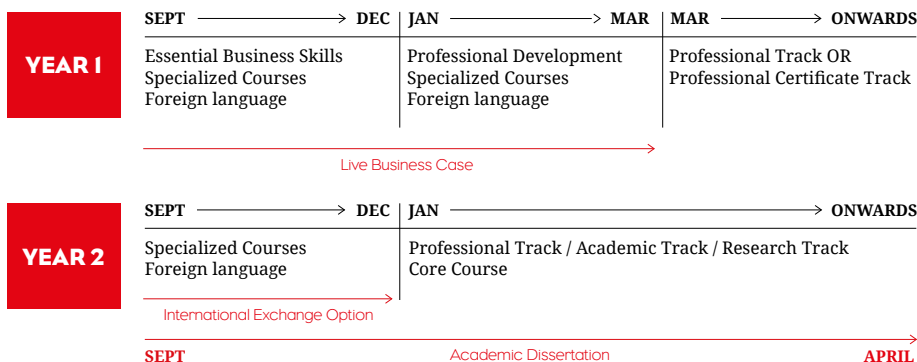
- Four to six months internship or full-time employment, anywhere in the world

Research Track

- Research Project

Academic Track

- Online certificate course



"I chose GEM because it is a top business school not just in France but in Europe as well. The International HR Management program helped me find the path to take in my career, and most importantly, the program equipped me with the knowledge and experience necessary for having insightful and confident conversations with HR professionals and leaders alike. This confidence played a critical role in getting a job in the HR Strategy & Planning team of a large corporation and later in Management Consulting."

- **Denes Gyorgy, IHRM, 2019 Graduate,**
Management Consultant in Talent & Organization at
Accenture

Skills acquired

Upon completion of this program, you will be able to:

- Design and manage diverse teams within a global environment.
- Demonstrate a high-level of critical analysis.
- Fully assess the ethical, environmental impact of decisions and actions.
- Understand the key challenges and functions of different departments and services.
- Generate innovative and adaptable ideas and solutions.
- Work efficiently in a technology focused environment.
- Demonstrate an in-depth comprehension of the key present and future challenges.

Pedagogy

A full two-year program with more than 400 hours of taught classes. Students typically have 12-15 hours class time per week supplemented by around 30 hours group work and private study. The MSc offers up to 12 months' work experience

and 4 distinct international study / work opportunities.

Academic dissertation

The academic dissertation asks students to understand and analyze a key business or managerial issue. Working with their tutor, students then identify an area that requires further exploration and a methodology for filling that knowledge gap. Students will undertake original research to fill the pre-defined gap before writing up their findings and considering their personal contribution to the chosen research domain.

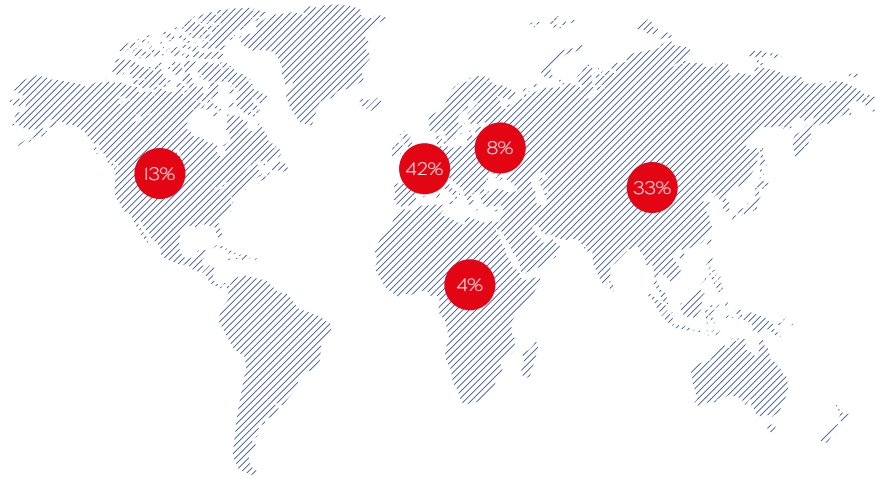
Evaluation

The validation of skills and competences is acquired through continuous assessment, assignments, exams, and professional experience. Both written and oral communication skills are fully assessed throughout the program. In addition, to graduate, students will have to complete a 4-6 month international experience during their studies.

CLASS PROFILE

September 2020 intake

Geographical origin percentage



Diversity and Excellence

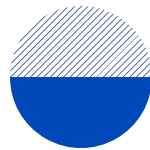
11	Countries represented
24	Students enrolled
23	Female
01	Male
24	Average Age
02	Year average work experience
06	Participants who have lived or worked outside their home country

CAREER STATS

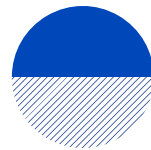
based on 2020 graduates who were employed at the time of the survey



90% Found employment within 4 months



50% Work in France



50% Work internationally



75% Work in companies with over 5000 employees



30k€ Average annual salary



Top sectors
Transport
Financial Services
Technology

Top Employers

- Alstom Management
- Amadeus • Auchan
- Axa • Boston Consulting Group
- Copers Executive Search
- Diesel France
- Essilor • ESRF • Hays
- Kelly Services
- Randstad • Renault
- Roche
- Saint-Gobain
- Schneider Electric
- Spartoo

STUDENT SERVICES & ASSOCIATIONS

Integration Service [LEARN MORE](#)

Grenoble Ecole de Management has a student integration team to help with any questions related to moving to France.

Associations

GEM counts 22 student associations that organize over 700 events every year, including Altigliss that organizes the student ski and snowboard world cup and ImpAct works to promote sustainable development. Participating in activities is a great way to integrate into French student life and learn French.

Career Services & Coach centre [LEARN MORE](#)

Students have the opportunity to attend personal and professional development workshops led by professionals, industry and subject matter experts. These will strengthen the employability profiles of graduates to help them achieve their career goals. Students will also have access to individual counselling sessions, interaction with corporate partners and online resources with jobs and internship opportunities as well as access to specific in house sectorial career focused communities.

GEM QUICK FACTS

1% Triple-accredited:
Among the top
of business schools
worldwide holding this distinction



International faculty comprising
reputable academics and leading
corporate professionals

Dedicated career center
with over

27 000

online job and internship
offers per year

1st French Business School
to become a
"Société à mission"*

*French equivalent to a
Benefit Corporation"

Over

7 000

students from more than

130 nationalities

125 international
partner
institutions

(alliances, student and faculty
exchanges, research...)

Vast network of more than

40 500

alumni holding positions
of responsibility



A word from the program director

"The MSc IHRM combines theoretical knowledge with a strong technical and practical orientation to enable students to master key operational concepts while developing their soft skills. The program has an international focus, as the ever-increasing globalization of business impacts HRM and provides an insight into the impact and challenges of digital transformation on HR today. Students are encouraged to interact with

local and international companies in the form of seminars, conferences, on-campus recruitment events and of course through the Live Business Cases. Come, join us and be part of this unique and enriching experience!"

- Sabine Lauria

ADMISSIONS

Applicant Profile

This program is suitable for graduates from a wide range of disciplines. Work experience is not compulsory, but an internship in HR before starting the program is recommended.

Application Process

To apply for this program, candidates must complete the online application form and include scanned copies of all original supporting documents.

Admissions are rolling, though **we strongly encourage early application as programs are open to a limited number of students.** Applying early will also allow you to be considered for financial aid and scholarships.

It is possible to submit your application prior to providing us with your test results and/or your final transcripts/degree certificate. From the moment you submit an application you will receive a response within 3-4 weeks.

Checklist

- Bachelor-level undergraduate degree in any subject with good grade average.
- Proof of fluency in English:
 - TOEFL IBT: 90 (minimum of 21 in all bands). TOEFL Institution code: 8973
 - IELTS Academic/IELTS Indicator: 6.5 (minimum of 6.0 in all bands)
 - Cambridge English (Proficiency/Advanced/Business Higher) level C1: Grade A,B or C
 - Pearson Test of English Academic (PTE-A) Online/Offline: 63 (minimum of 59 in all bands)
 - Duolingo English Test: 110 (minimum of 90 in all bands)
 - English test waiver may be granted if Bachelor's degree was fully taught through the medium of English (official proof required)
 - Not accepted: TOEIC, Institutional/ITP TOEFL
- 3 short essays (relating to your academic/professional experience, your reasons for choosing this program and your intercultural awareness)
- 2 academic references
- Administrative documents (degree certificates, CV, passport)

APPLY NOW!

Please consult our website for full
admissions criteria

<https://en.grenoble-em.com/ihrm>

Feel free to contact us with any
questions

admissions@grenoble-em.com



**GRENOBLE
ECOLE DE
MANAGEMENT**

BUSINESS LAB FOR SOCIETY

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