



MSc International HR 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.

DURATION

1 full-time academic year on campus + Final Management Project (can be completed while working)

START DATE

September, 2020

TO APPLY

en.grenoble-em.com/ihrm

INTEGRATION

Students will be advised about visa requirements, accommodation and orientation.

ADMISSIONS

Tel.: +33 4 56 80 66 50
admissions@grenoble-em.com

TUITION FEES

€ 19,450

GEM Ranked

25th

In the Financial Times
European Business
Schools 2019 Ranking

75%

of graduates hold
jobs with international
projects*

34%

Work internationally*

88%

of graduates
employed within 4
months of graduating*

* IHRM class of 2018

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.

Program Structure

This is a two-year program. The program begins in September and requires full attendance for one academic year (September-June) followed by a Final Management Project on a IHR-related subject of the student's choice. The Management Project may be completed in parallel with a full-time internship or employment.

International Career Networking Opportunities

The MSc IHRM intake combines full-time international students with part-time French students who are completing the degree as part of a work-study program. This presents international students with a unique opportunity to meet French professionals, extending their network and creating future career opportunities.

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



PROGRAM*

YEAR 1

Core HRM Skills

- Fundamentals of Human Resource Management
- Personality Test & Talent Acquisition
- Talent Management
- Project Management
- Compensation Practices & Policies
- Leadership, Groups and Team Dynamics
- HR Reporting & Budgeting
- Research Methods for Managers

International Business Environment

- Strategic Management
- International Legal Context
- Employee & Labor Relations

HR Challenges in the Digital Age

- Digital Transformation for HR professionals
- Corporate Social Responsibility & Diversity
- People Analytics
- HR as a Coach
- Managing Knowledge to Develop Core Competencies
- Gamification & Creation of a Serious Game for HR
- HRBP at Heart of Transformation
- New Organizations & Well-being at Work
- Live Business Case

YEAR 2

Final Management Project

The second year of the program is dedicated to the Final Management Project conducted under the supervision of a tutor. This is an applied or theoretical research project that can be completed in parallel with full-time employment or an approved internship.

*Program content subject to change.



"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

PROFESSIONAL DEVELOPMENT

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 experiments and in GEM's renowned serious games, you will be encouraged to develop your soft skills (teamwork, presentation, negotiation, leadership).

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

Personal and Professional Development Workshops

In addition to the core courses, 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.

Foreign Languages

Learning a foreign language is a recommended program option for all students who are looking to work internationally. Non-French speakers have the option of studying French (beginner to advanced level), a recommended option for students looking to work in France following their studies. French speakers may choose from a number of other languages at beginner level.

Study Trip²

Students on the program will participate in a 2-day HR study trip, combining classes and corporate visits to leading organizations. Previously students met with ILO (International Labour Organization), UNICEF and WTO (World Trade Organization). International Study Trip is contingent on global conditions and travel restrictions ²

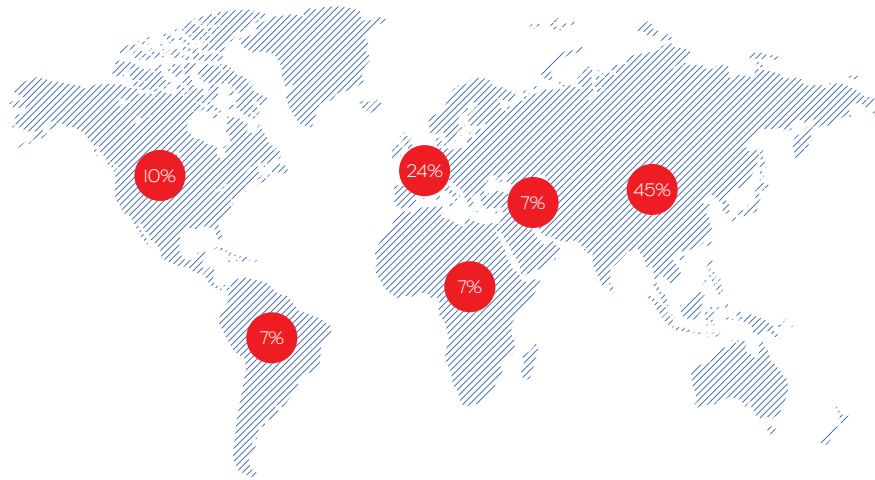
Live Business Case

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. They will meet with their assigned company and LBC coach regularly to define and review the objectives of their project and the expected deliverables. 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.

CLASS PROFILE

September 2019 intake

Geographical origin percentage

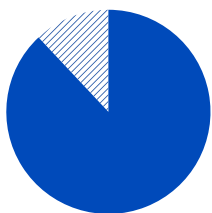


Diversity and Excellence

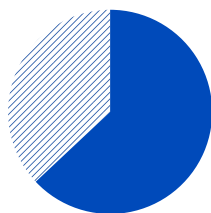
11	Countries represented
29	Students enrolled
22	Female
07	Male
24	Average Age
01	Year average work experience
04	Participants who have lived or worked outside their home country

CAREER STATS

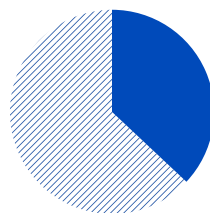
based on 2018 graduates who were employed at the time of the survey



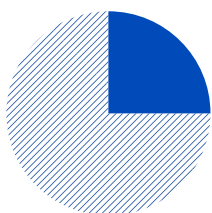
88% Found employment within 4 months



63% Work in France



37% Work internationally



25% Work in companies with over 5000 employees



37k€ Average salary (with bonus)



Top sectors of activity
Consulting
Luxury and Cosmetics

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

GEM MSc IHRM Student Profile

Candidates should have excellent interpersonal skills, good oral and written communication skills and a strong motivation for international relations and business.





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

Prerequisites

This postgraduate MSc program is open to both young and mature graduates from any field. A minimum of one year's work/internship experience is recommended (in HR or not), but not mandatory depending on profile.

Application Process

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

From the moment you submit an application you will receive a response within 2-3 weeks.

Checklist

- Bachelor-level undergraduate degree in any subject with good grade average.
- Fluency in English (see website for criteria)
- 3 motivational essays
- Academic/professional references
- Administrative documents (degree certificates, CV, passport)

Please consult our website for full admissions criteria

APPLY NOW

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

Feel free to contact us with any questions:
admissions@grenoble-em.com

GEM QUICK FACTS

Triple-accredited:
Among the top

1%

of business schools worldwide holding this distinction



International faculty comprising reputable academics and leading corporate professionals

Dedicated career center with over

14800

online job and internship offers per year

Over

8000

students from more than

159

nationalities

125

international partner institutions (alliances, student and faculty exchanges, research...)

Vast network of more than

35000

alumni holding positions of responsibility



**GRENOBLE
ECOLE DE
MANAGEMENT**

BUSINESS LAB FOR SOCIETY

12, rue Pierre Sémard
38000 Grenoble - France
+33 4 76 70 60 60
info@grenoble-em.com
96, rue Didot
75014 Paris - France

en.grenoble-em.com

