

**MASTER 2 - Mention "Management et Commerce International"**  
**Parcours Management International des Ressources Humaines**

Pedagogical supervisor : Frédérique CHÉDOTELE & Guillaume DENOS  
Année universitaire : 2025-2026

Semester 3										
Éléments constitutifs de l'U.E.	Enseignants	Duration		ECTS	Weight.	Exam Session 1		Exam Session 2		Remarques
		Lectures	Tutorials			Attended student	Excused student	Attended student	Excused student	
<b>UE 1-1 : Communication &amp; foreign languages</b>		<b>0</b>	<b>48 or 76</b>	<b>4</b>	<b>4</b>					
1st language English	Anne Wilkinson		24	2	2	CC	Written exam 1h	Written exam 1h	Written exam 1h	
<b>2nd language - 1 choice</b> (grouped with L3 MI, M1 MCI & M2 MIM)										
2nd language German	Christine Prisset		24	2	2	CC	Written exam 1h	Written exam 1h	Written exam 1h	
2nd language Spanish	Marie Paule Morellini		24	2	2	CC	Written exam 1h	Written exam 1h	Written exam 1h	
2nd language French for foreigner	CELFE		24	2	2	CC	Written exam 1h	Written exam 1h	Written exam 1h	
<b>Optional</b>										
3rd language	Anjou Interlangues		28		0,25	CC	Not authorised	same grade as CC	Not authorised	
<b>UE 1-2 : Digital HR competencies</b>		<b>18</b>	<b>0</b>	<b>3</b>	<b>3</b>					
Digital HRM and artificial intelligence and social networking	Myriam Raymond + pour Miriam Khalouki	18		3	3	CC	Written exam 1h	Written exam 1h	Written exam 1h	
<b>UE 1-3 : International HRM practices</b>		<b>72</b>	<b>0</b>	<b>9</b>	<b>9</b>					
Competency management and international mobility	Competency management : Sihem Mammam el HADJ 10h Mobility management : samira Hanna 4h + 10h Vanessa B	24		3	3	CC	CC	Oral presentation	Oral presentation	
Performance appraisal & career management	Jean Delage-Sié	24		3	3	CC	CC (report to handle)	Written exam 1h30	Written exam 1h30	
International recruitment and training	International recruitment : Frédérique C 10h + Myriam Khalouki 2h Training : Eleonore Bihan 12h	24		3	3	Presentation	Presentation	Presentation	Presentation	
<b>UE 1-4 : International RH strategic competencies</b>		<b>44</b>	<b>0</b>	<b>9</b>	<b>9</b>					
International HR strategy & compensation policy	Raphaël Torfs	20		4	4	CC	CC	Oral presentation	Oral presentation	
HR innovation management	Guillaume Denos	12		2	2	CC	CC (report to handle)	Written exam 1h30	Written exam 1h30	
Strategic issues and best practices in HRM	Patrick Storhay	12		3	3	Presentation	Presentation	Presentation	Presentation	
<b>UE 1-5 : Managerial culture</b>		<b>16</b>	<b>6</b>	<b>3</b>	<b>3</b>					
New trends in management	Pasi Heikkurinen	16		3	3	CC	CC (report to handle)	Written exam 1h30	Written exam 1h30	Mutualise M2 MIM
International events			6			Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	
<b>UE 1-6 : Professionalization</b>		<b>12</b>	<b>8</b>	<b>2</b>	<b>2</b>					
International negotiation	Delphine Gonidec	12		2	2	Presentation	Presentation	Presentation	Presentation	
Professional integration	Frédérique Chédotel		4			Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	
Student commitment	Guillaume Denos		4			Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	
<b>Total Semester 3</b>		<b>162</b>	<b>60 ou 90</b>	<b>30</b>	<b>30</b>					
<b>Semester 4</b>										
<b>UE 2-1 : Communication &amp; foreign languages</b>		<b>0</b>	<b>32 ou 42</b>	<b>4</b>	<b>4</b>					
1st language English	Anne Wilkinson		16	2	2	CC	Written exam 1h	Written exam 1h	Written exam 1h	
<b>2nd language - 1 choice</b> (grouped with L3 MI, M1 MCI & M2 MIM)										
2nd language German	Christine Prisset		16	2	2	CC	Written exam 1h	Written exam 1h	Written exam 1h	
2nd language Spanish	Marie Paule Morellini		16	2	2	CC	Written exam 1h	Written exam 1h	Written exam 1h	
2nd language French for foreigner	CELFE		16	2	2	CC	Written exam 1h	Written exam 1h	Written exam 1h	
<b>Optional</b>										
3rd language	Anjou Interlangues		10			Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	
<b>UE 2-2 : HR auditing</b>		<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>					
Challenge	Samira Hanna		6			Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	
<b>UE 2-3 : HR &amp; transformation practices</b>		<b>18</b>	<b>0</b>	<b>4</b>	<b>4</b>					
International professional project	Vanessa Baszalicza	18		4	4	CC	CC (report to handle)	Presentation	Presentation	
<b>UE 2-4 : Corporate social responsibility</b>		<b>40</b>	<b>0</b>	<b>7</b>	<b>7</b>					
Organizational behaviour	Aldona Glinska	16		3	3	CC	CC (report to handle)	Presentation	Presentation	
Workplace quality of life & diversity management	Raphael Torfs 12h Diversity management Magali Manzano 12h Workplace quality of life ?	24		4	4	CC	CC (report to handle)	Written exam 1h30	Written exam 1h30	
<b>UE 2-5 : Managerial Culture</b>		<b>20</b>	<b>0</b>	<b>4</b>	<b>4</b>					
Collective intelligence & project management (+MIM)	Frédérique Chédotel 10h - Anne Decourcelle 10h	20		4	4	Presentation	Presentation	Presentation	Presentation	Mutualisation avec MIM
<b>UE 2-6 : IHRM knowledge development</b>		<b>20</b>	<b>0</b>	<b>3</b>	<b>3</b>					
Research methods and article write up workshop	Vanessa Baszalicza	20		3	3	Report + oral presentation				
<b>UE 2-7 : Professionalization</b>		<b>0</b>	<b>4</b>	<b>8</b>	<b>8</b>					
Internship / research project	IHRM referents		2	7	7	Master's thesis + oral presentation	2h / student - Minimum of 10/20 is compulsory in order to pass.			
Student commitment	Guillaume Denos		4	1	1	Presentation	Presentation	Presentation	Presentation	
<b>Total Semester 4</b>		<b>98</b>	<b>42 ou 52</b>	<b>30</b>	<b>30</b>					
<b>Total Master 2</b>		<b>260</b>	<b>102 ou 128</b>	<b>60</b>	<b>60</b>					

Conditions de validation : conditions habituelles (10/20 de moyenne général sur l'année) + obtention d'un score minimum de 785 au TOEIC