

MASTER 2 - Mention "Management et Commerce International"									
Parcours Management International des Ressources Humaines									
Pedagogical supervisor : Frédérique CHÉDOTELEt Guillaume DENOS									
Année universitaire : 2025-2026									
Semester 3									
Eléments constitutifs de l'U.E.	Duration		ECTS	Weight.	Exam Session 1		Exam Session 2		Remarques
	Lectures	Tutorials			Attended student	Excused student	Attended student	Excused student	
UE 1-1 : Communication & foreign languages	0	48 or 76	4	4					
1st language English		24	2	2	CC	Written exam 1h	Written exam 1h	Written exam 1h	
2nd language - 1 choice (grouped with L3 MI, M1 MCI & M2 MIM)									
2nd language German		24	2	2	CC	Written exam 1h	Written exam 1h	Written exam 1h	
2nd language Spanish		24	2	2	CC	Written exam 1h	Written exam 1h	Written exam 1h	
2nd language French for foreigner		24	2	2	CC	Written exam 1h	Written exam 1h	Written exam 1h	
Optional									
3rd language		28		0,25	CC	Not authorised	same grade as CC	Not authorised	
UE 1-2 : Digital HR competencies	18	0	3	3					
Digital HRM and artificial intelligence and social networking	18		3	3	CC	Written exam 1h	Written exam 1h	Written exam 1h	
UE 1-3 : International HRM practices	72	0	9	9					
Competency management and international mobility	24		3	3	CC	CC	Oral presentation	Oral presentation	
Performance appraisal & career management	24		3	3	CC	CC (report to handle)	Written exam 1h30	Written exam 1h30	
International recruitment and training	24		3	3	Presentation	Presentation	Presentation	Presentation	
UE 1-4 : International RH strategic competencies	44	0	9	9					
International HR strategy & compensation policy	20		4	4	CC	CC	Oral presentation	Oral presentation	
HR innovation management	12		2	2	CC	CC (report to handle)	Written exam 1h30	Written exam 1h30	
Strategic issues and best practices in HRM	12		3	3	Presentation	Presentation	Presentation	Presentation	
UE 1-5 : Managerial culture	16	6	3	3					
New trends in management	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)	
UE 1-6 : Professionalization	12	8	2	2					
International negotiation	12		2	2	Presentation	Presentation	Presentation	Presentation	
Professional integration		4			Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	
Student commitment		4			Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	
Total Semestre 3	162	60 ou 90	30	30					
Semester 4									
UE 2-1 : Communication & foreign languages	0	32 ou 42	4	4					
1st language English		16	2	2	CC	Written exam 1h	Written exam 1h	Written exam 1h	
2nd language - 1 choice (grouped with L3 MI, M1 MCI & M2 MIM)									
2nd language German		16	2	2	CC	Written exam 1h	Written exam 1h	Written exam 1h	
2nd language Spanish		16	2	2	CC	Written exam 1h	Written exam 1h	Written exam 1h	
2nd language French for foreigner		16	2	2	CC	Written exam 1h	Written exam 1h	Written exam 1h	
Optional									
3rd language		10			Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	
UE 2-2 : HR auditing	0	6	0	0					
Challenge		6			Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	Presence (val/non val)	
UE 2-3 : HR & transformation practices	18	0	4	4					
International professional project	18		4	4	CC	CC (report to handle)	Presentation	Presentation	
UE 2-4 : Corporate social responsibility	40	0	7	7					
Organizational behaviour	16		3	3	CC	CC (report to handle)	Presentation	Presentation	
Workplace quality of life & diversity management	24		4	4	CC	CC (report to handle)	Written exam 1h30	Written exam 1h30	
UE 2-5 : Managerial Culture	20	0	4	4					
Collective intelligence & project management (+MIM)	20		4	4	Presentation	Presentation	Presentation	Presentation	Mutualisation avec MIM
UE 2-6 : IHRM knowledge development	20	0	3	3					
Research methods and article write up workshop	20		3	3	Report + oral presentation	Report + oral presentation	Report + oral presentation	Report + oral presentation	
UE 2-7 : Professionalization	0	4	8	8					
Internship / research project		2	7	7	Master's thesis + oral presentation	Master's thesis + oral presentation	Master's thesis + oral presentation	Master's thesis + oral presentation	2h / student - Minimum of 10/20 is compulsory in order to pass.
Student commitment		4	1	1	Presentation	Presentation	Presentation	Presentation	
Total Semester 4	98	42 or 52	30	30					
Total Master 2	260	102 ou 128	60	60					
Conditions de validation : conditions habituelles (10/20 de moyenne général sur l'année) + obtention d'un score minimum de 785 au TOEIC									