



# MSc International Human Resource Management in the Digital Age

*Regular Track: Grenoble*  
*Short Track: Grenoble*

**BECOME AN EXPERT IN GLOBAL HR MANAGEMENT ● UNDERSTAND THE IMPACT OF DIGITAL TRANSFORMATION ON HR AND FACILITATE NEW PRACTICES ● DEVELOP PRACTICAL SKILLS IN SUSTAINABLE MANAGEMENT**

**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 sustainable 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

September

#### CONTACT US

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

#### DURATION

Regular Track: 2 years  
- 7 months on campus + 4-5 month work experience (year 1)  
- 6 months on campus + 4-6 month work experience (year 2)  
Short track: 1 year  
- 6 months on campus + 4-6 month work experience

#### TUITION FEES\*

Regular track (per year): € 12,950  
Short track (full program): € 16,750  
Valid for 2023 intake



\*Financial aid available

#### GEM Ranked

**36<sup>th</sup>**

In the Financial Times  
European Business  
Schools 2021 Ranking

#### MSc IHRM

**18<sup>th</sup>**

in France  
EdUniversal Classement  
Masters MS MBA 2022

**86%**

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.

#### Study trip

Regular track students will participate and contribute to the organization of an HR study trip. It combines classes and corporate visits to leading organizations. Previously students met with ILO (International Labour Organization), UNICEF and WTO (World Trade Organization).

#### French State Recognition

Graduates are also awarded the degree certificate "Management stratégique d'activités internationales". This provides international recognition through the VISA de l'Etat and the Grade de Master from the French Ministry of Higher Education, Research and Innovation. This recognition is essential if you plan to work or continue your studies in Europe or overseas.

#### 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\*

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 HR challenges and develop creativity.

\*Conditions apply

#### Languages

Learning a foreign language is an integral part of the MSc IHRM in order to graduate. Non-French speakers will study 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 students an opportunity to apply their learning directly to a real HR issue offered by a participating company. Students will integrate the Design Thinking process into their LBC. They work together in small groups helping real companies identify the origin of their HR issues and offer recommendations leading to solutions.

**CEFDG**



FRANCE  
**compétences**  
CERTIFICATION  
enregistrée au RNCP

## PROGRAM\*

\* Program content subject to change

### YEAR I

#### Fall Semester

##### Core Courses

- Strategic Management
- Accounting
- Project Management
- Managing Global Teams
- Languages

##### Specialization

- Fundamentals of HR Management
- Personality Test & Talent Acquisition
- CSR & Diversity
- Field Project
- Research Methods

#### Spring Semester

##### Core Courses

- Corporate Finance
- Risk Management
- Sustainability in International Business
- Languages

##### Specialization

- Gamification for HR
- Live Business Case
- Field Project

#### Professional Tracks

Students choose one of the following:

##### Work experience

- Four to five months internship or employment anywhere in the world

##### Professional Certificate

- Students choose from a catalogue of professional online certificates developed by Grenoble EM

### YEAR 2\*\*

\*\*Short track students enter directly the second year of the program

#### Fall Semester

##### Core Courses

- International Negotiations
- Responsible Leadership
- Languages

##### Specialization

- Strategic Talent Management
- Compensation Practices & Policies
- HR Reporting & Budgeting
- Coaching Techniques for HR Managers
- Advanced Research Methods

#### Spring Semester

##### Specialization

- Strategic Transformations through HRBP
- Digital Innovation & Transformations in HRM
- New Organizations & Well-being at Work
- Employee & Labour Relations

#### Professional Tracks

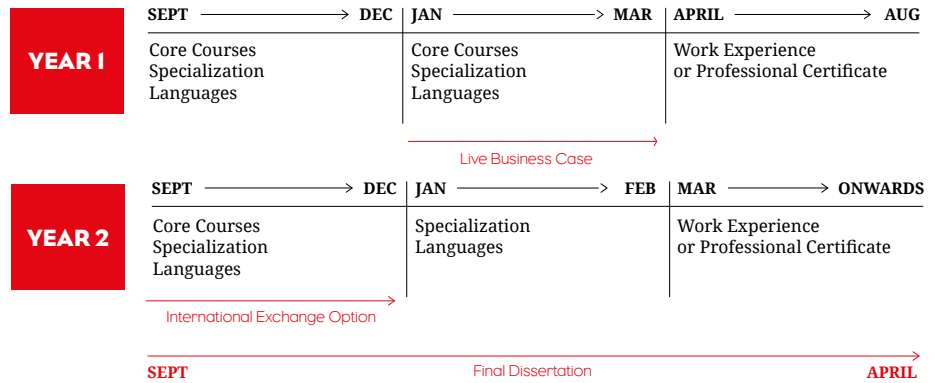
Students choose one of the following:

##### Work experience

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

##### Professional Certificate

- Students choose from a catalogue of professional online certificates developed by Grenoble EM



“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 Gyrog, 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 efficiency in a technology focused environment.
- Demonstrate an in-depth comprehension of the key present and future challenges.

### Final 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.

### Faculty

Classes are taught by GEM faculty, visiting professors from top universities worldwide, and inspiring business professionals. GEM permanent faculty are engaged in applied research; their teaching links theory to practice through business cases. Their diverse cultural and international background adds to the strong international dimension of the program.

### 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 a possibility to up to 12 months' work experience, a field trip and an exchange option\*.

\*based on academic performance and ranking

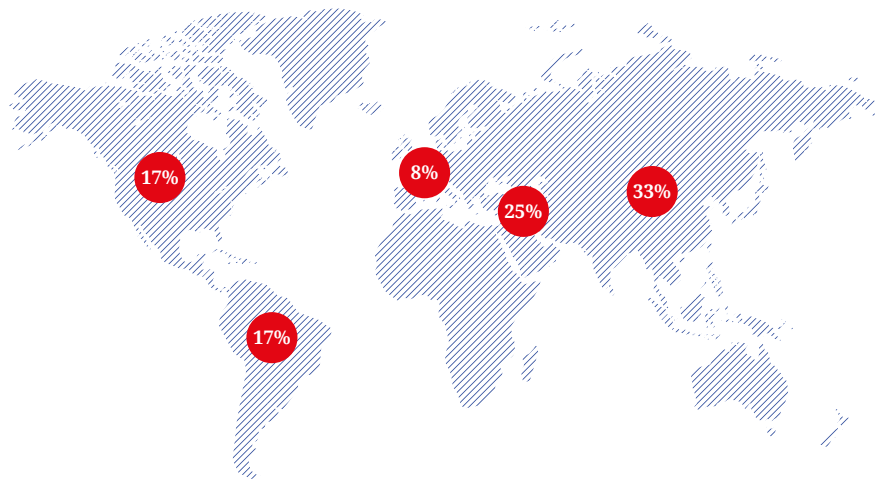
### Evaluation

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 order to graduate, all students must validate an international experience.

## CLASS PROFILE

September 2021 intake

### Geographical origin

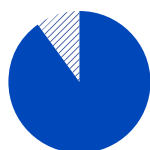


### Diversity and Excellence

<b>7</b>	Countries represented
<b>12</b>	Students enrolled
<b>10</b>	Female
<b>02</b>	Male
<b>26</b>	Average Age
<b>02</b>	Year average work experience

## CAREER STATS

based on 2021 graduates employed at the time of the survey



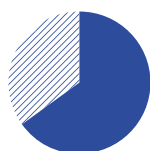
**86%** Found employment within 4 months



**32%** Work in France



**68%** Work internationally



**65%** Work in companies with over 5000 employees



**43k€** Average annual salary



Top sectors  
**Consulting**  
**Telecommunication Services**  
**Human Health & Social Work**

### Top Employers

- Accenture • Amadeus
- Auchan • Axa • Back market
- Boston Consulting Group
- Danone • Faurencia
- Hager Group • Hays
- Jellysmack • L'Oreal
- Pernod Ricard • Philip Morris
- Randstad • Renault • Roche
- Schneider Electric
- Spartoo • Ubisoft
- Unilever • Volitalia • Volvo

## STUDENT SERVICES & ASSOCIATIONS

### Integration Service [LEARN MORE: GRENOBLE CAMPUS](#)

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 that works to promote sustainable development. Participating in activities is a great way to integrate into French student life and learn French.

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

Students have the opportunity to attend personal and professional development workshops led by professionals and industry experts. These 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 job and internship opportunities as well as access to Grenoble EM sector-specific networking communities.

## GEM QUICK FACTS

**1%** Triple-accredited:  
of top business  
schools worldwide



International faculty of reputable academics and leading corporate professionals

Dedicated career center with over

**27 000**

online job and internship offers per year

**1<sup>st</sup>** French Business School to become a "Société à mission"\*  
\*French equivalent to a "Benefit Corporation"

Over

**7 000**

students from more than

**130** nationalities

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

Vast network of more than

**43 000**

alumni holding top-management positions



### 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.

### Application Process

To apply for this program, candidates must complete the online application form.

We accept applications continuously throughout the year (more information on our website). We strongly encourage early applications as **our programs do reach maximum capacity**. 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 or final academic results. From the moment you submit an application you will receive a response within 3-4 weeks.

To ensure the MSc program is the right fit for you, you may be asked to participate in an interview.

### Checklist

#### Regular Track:

- 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). 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 in English
- 2 academic and/or professional references
- Administrative documents (degree certificates, CV, passport)
- 3 short essays

#### Short track:

The criteria above + at least ONE of the following:

- 240 ECTS
- 4-years Bachelor's degree
- 3-years Bachelor's degree + 1 year of Master degree WITH minor (60 ECTS) in Business Studies

## APPLY NOW!

Please consult our website for full admissions criteria

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

Feel free to contact us with any questions

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