

2024/2025

Master in International Human Resources Management

Candidate Information

The CIFFOP

Founded in 1971 by the University Panthéon-Assas, the CIFFOP is the first university-based school dedicated to human resources management training and research.

Its mission? Professionalizing the HR function.

Today, the CIFFOP delivers 5 HR-focused Master programs, all recognized by the French Ministry of Higher Education and Research. These professional programs aim to provide students with a solid foundation of hard and soft skills and to equip them to take on the challenges of today's HR Manager or Director. Several Ciffop programs, including the Master in International Human Resources Management, combine academic rigor with professional experience through apprenticeship, allowing students to apply their knowledge and skills in real-life work situations and to bring their in-company experiences and insights back to the classroom.

300 students study at CIFFOP every year. They come from various academic, cultural and professional backgrounds but have a common goal : to become the HR leaders of tomorrow.

The Master in International Human Resources Management is one of very few programs in Europe to be awarded EFMD accreditation, a recognition of the quality of the academic program and faculty as well as of our students and alumni.

Master in International Human Resources Management

The Master IHRM can be taken in 1 or 2 years, depending on the candidate's profile :

Eligibility for admission to the 1st year (M1) is open to students who :

- Hold a 3 or 4 year Bachelor's degree equivalent to 180 ECTS credits
- Speak fluent French and English (C1 level)

Eligibility for direct admission to the 2nd year (M2) is open to students who :

- Hold a 4 (or 5) year Bachelor's degree or a Bachelor's + 1 year Master's degree equivalent to 240 ECTS credits
- Speak fluent English and preferably some French

Candidates who hold a Bachelor's degree equivalent to 180 ECTS credits and have 1+ years of professional experience can be considered for direct entry to the Master 2. These candidates are encouraged to contact the program manager to check their eligibility before applying.

All candidates should:

- Demonstrate a high level of motivation for a career in HR
- Have some professional experience in an international and/or HR environment

Applications will be assessed according to their compliance with the above requirements and the quality of educational and professional backgrounds. Selected applicants will be invited for an interview (in person or remotely) during which the jury will evaluate their level of motivation, professional potential, interpersonal skills and ability to make a convincing case for admission.

Important note : the apprenticeship system is reserved for candidates under 30 years of age (see page 4)

Curriculum - Master IHRM

Objectives : acquire fundamental HRM skills, design and implement HR policies, operate effectively in a multicultural environment, gain professional experience in an international company, discover a new organizational culture

Master 1 Curriculum (taught in French)

480 coursehours

Core courses :

Stratégie
Action Managériale
Contrôle de Gestion & Finance d'Entreprise
Politiques et Stratégies RH
Outils RH et DigitalRH
Projet Collectif de Recherche en Gestion

Complementary Courses

Introduction Générale au Droit
Etudes et Recherche en Gestion
Anglais
Responsabilité Sociale et Environnementale
Gestion des Ressources Humaines internationales
Gestion des Ressources Humaines et Management Public
Droit et Relations du Travail en France et à l'International

Master 2 Curriculum (taught in English)

504 coursehours

Core modules :

The Business Context of HR
Organizational Design & Development
Resourcing and Talent Planning
Learning & Development
Employee Engagement
HR in a Digital Environment
Legal Context & Employee Relations
Introduction to Research Methods and Literature in the HR Field
HR as a Game Changer : Creativity & Innovation in HR, Future of Work,
Conferences by Experts

Plus : Learning Expeditions, International Seminar

Curricula are non-contractual and subject to modifications

Apprenticeship (Work/Study)

The Master in International Human Resources is a unique program that allows students to work and study in the Human Resources field simultaneously. Under the apprenticeship system, students hold a job with a French multinational, start-up or foreign company with operations in France. They receive a salary and their tuition fees are covered through the apprenticeship system. Apprenticeship is open to Master's level students of any nationality who are under age 30 (*at the date of the signature of the contract*).

By combining professional and academic experiences, students make the most of their time : they gain mastery of HR theory and its applications in the real world and improve their employability. It is a demanding and rewarding experience that requires a high level of commitment and involvement and an ability to juggle between school workload and professional obligations.

CIFFOP provides support and assistance to admitted students in the search for an apprenticeship. This support and assistance includes :

- The publication of a CV book that is communicated to CIFFOP's extensive network of corporate partners
- The posting of 100's of apprenticeship offers through the alumni website
- Personalized guidance for students who require it

Finding an apprenticeship is like a job search, requiring the student's full implication. CIFFOP students are sought out by companies and there are numerous opportunities, it is up to each student to land a contract and to utilize the resources that are made available to them.

Important note : candidates must be under age 30 at the time the apprenticeship contract is signed (contracts are generally signed in August / September preceding start of courses)

Organization of Studies

Year 1 (Master 1) - October through mid-September (Y+1)

| | |
|---|---|
| October - December | 2.5 days in company / 2.5 days in class |
| January | Exams |
| February - May | 3 days in company / 2 days in class |
| School Vacations and June/July / August | Full-time in company |

Year 2 (Master 2) - mid - September through mid-September (Y+1)

| | |
|---|-------------------------------------|
| Mid - September - October (7 weeks) | Full-time classes |
| November - first week of July* | 1 week classes / 3 weeks in company |
| School Vacations and July / August | Full-time in company |
| * 1 week International Seminar in June / Thesis Defense in September Y+ 1 | |

Application Procedure & Requirements

The application procedure takes place in March / April each year. Details on opening dates, deadlines, web links and required documents will be specified as soon as they are known. Below is an outline of the application requirements and procedure. Applications will be reviewed by a jury who will determine which candidates are invited for an interview. Interviews take place in April, either in person or by Zoom. Candidates will be advised of the admission decision in May.

Required documents

- A completed application form
- CV in English
- Cover letter in English
- Essay in English (essay question to be determined)
- Photocopies of previous diplomas with transcripts
- English /French language certifications
- Optional but highly recommended : reference letters (academic or professional)

Language Certification

French (Master 1 applicants only) :
Level C1 minimum

English (Master 1 and Master 2 applicants) :
TOEFL iBT (100); IELTS Academic (6.5, no subscore under 6); TOEIC (Listening & Reading 860/995, Speaking & Writing 350/400); Cambridge Certificate in Advanced English or Proficiency in English

Only native speakers can be waived from the language certificate requirement

Holders of non-French diplomas

If you hold a diploma from a foreign university, you must provide in addition to photocopies of the diploma and transcripts:

- A translation by a certified translator into French
- A description of the program indicating : duration, ECTS credits obtained, admission requirements, modes of study ...

Eligibility for admission to the Master is granted by the University based on these documents

IHRM Faculty Team

The Master IHRM is co-directed by :

Professor Véronique Chanut, Co-Director of the Ciffop

Dr Gabriel Morin

A dedicated team of instructors, led by the program co-directors, designs and delivers the IHRM program :

- Université Paris-Panthéon-Assas Professors, Maîtres de Conférence and Associate Professors
- University professors from abroad
- Professionals, experts and consultants working in major international corporations and institutions

The breakdown between teaching by academics and teaching by professionals is about 50/50. This gives the curriculum a distinct balance between theory and reality and ensures that content is both academically rigorous and in line with current business practices.

IHRM students also benefit from the support and guidance of a tutor throughout their studies. Tutors are highly experienced HR Directors (in activity) whose role is to provide academic and professional advice and to accompany students all along their IHRM journey up to and beyond the launch of their HR career.

Why Choose CIFFOP's Master in International Human Resources Management ?

- ✓ Study in one of France's best universities, Université Panthéon-Assas, at CIFFOP, France's leading HR school
- ✓ Obtain a **national diploma** recognized by the French Ministry of Higher Education and Research and an **EFMD Accredited Master**
- ✓ Join the **only HR Master in France** that is taught exclusively in English (Master 2) **and** offers the opportunity to apprentice
- ✓ Combine studies and professional experience **working for a multinational, start-up or ONG**, and gain both academic and practical HR expertise, **earning a salary** that will help finance your stay
- ✓ Learn from a faculty team of **international academic and professional HR experts**
- ✓ Be part of a group of **highly driven students from 20 different countries**
- ✓ Experience **life in Paris** and discover French culture and language

Visa Information

Non-EU citizens require a visa to study and apprentice in France. Admitted students will be provided with proof of admission that will be required for the visa application. Visas are delivered by French consulates abroad and procedures vary from one country to another. See the following website for information on the visa application process :

<https://france-visas.gouv.fr/en/web/france-visas/student>

Campus France is also an excellent source of information about living and studying in France :

[Campus France](#)

Accommodations

Université Paris 2 Panthéon-Assas does not have student housing.

One possibility is the Cité Internationale Universitaire de Paris (CIUP) :
<https://www.ciup.fr/en/>

Lokaviz (in French only) collects and verifies housing offers for students (apartments, homestays, ...) : <https://www.lokaviz.fr/>

There are also private student dorms in Paris and suburbs such as : Les Estudines, Studéa
...

There are many websites that list rental offers, on the expensive side, some of the more reputable that cater to an international clientele are : [paristay.com](http://www.paristay.com),
<http://www.parisattitude.com/>, www.lodgis.com/en/

Lastly, homestays are an affordable solution that suits some students (and it's great for learning French !) : <https://www.homestay-in-paris.com/>

Contact Information

For any further information on the Master in International Human Resources Management, please feel free to contact :

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Program Manager

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