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DIVERSITY & HR MANAGEMENT - HRMPGE21001C_EN_25

Program	PGE		
Period	Year: 2 Semester: 1		
Total number of hours	21	Number of ECTS credits	3
E-learning hours	3	Teaching Language	EN
Professor in charge of the course	SIMON Thomas th.simon@mbs-education.com		
Lecturer(s)	MEYER Maryline m.meyer@mbs-education.com MORIN Philippe ext-p.morin@mbs-education.com		


DESCRIPTION

General presentation of the course

This course covers the main Human Resources Management activities involved in attracting, developing and retaining talent in a complex, competitive environment. Its aim is to prepare students for their professional lives in the main activities of human resources and people management, while respecting ethics and valuing diversity.

Prerequisites

Fundamentals of organizational theory, introductory management course.


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COMPETENCIES AND PEDAGOGICAL OBJECTIVES

Program Competencies

Code and title	Block 10 - RESPONSIBLE MANAGEMENT C10.1 - Developing a managerial and organizational culture
Description	Lead, unite and mobilize groups while respecting diversity around a business project, develop interpersonal skills and leadership. T10.1.3 - Integrate the principles of inclusion and discrimination prevention
Assessment	At the end of the course, students will be expected to demonstrate their ability to qualify and prevent a situation of discrimination, particularly in the context of recruitment and employee appraisal. They should also be able to demonstrate their ability to combat all forms of discrimination and maintain fair treatment in the design and implementation of HR activities. The course as a whole, the preparation and presentation of case studies, and the discussions and exchanges in class are designed to prepare students to achieve this objective, which will be assessed in the case studies for the final exam.


Code and title	Block 10 - RESPONSIBLE MANAGEMENT C10.3 - Developing a managerial and organizational culture
Description	Managing work organization and potential changes, and align the resources and skills of teams. T10.3.1 - Analyze resource and skill requirements for a team or project.
Assessment	By the end of the course, students should be able to design and implement a recruitment process in line with the corporate context (strategy and culture) and in compliance with both ethical and anti-discrimination laws. Mini-cases involving real-life situations are designed to prepare them for this objective. This objective will be assessed as part of the final exam through two case studies.

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Code and title	<p>Block 10 - RESPONSIBLE MANAGEMENT</p> <p>C10.3 - Developing a managerial and organizational culture</p>
Description	<p>Managing work organization and potential changes, and align the resources and skills of teams.</p> <p>T10.3.2 - Define and implement a skills development and compensation policy.</p>
Assessment	<p>At the end of the course, students should be able to design and implement a skills development and assessment system adapted to the company's needs and employees' expectations. They will also be able to reflect on the issues surrounding the implementation of a compensation policy. Theoretical elements, methodologies and tools will be proposed and put into practice in company cases and managerial situations to develop this skill. This objective will be assessed as part of the final exam through two case studies.</p>

Specific pedagogical objectives

Code and title	<p>Block 03 - COMMUNICATION</p> <p>C3.3 - Communicate in a professional context</p>
Description	<p>Communicate orally or in writing in a way that is appropriate to the subject matter and the person with whom you are speaking.</p> <p>T3.3.3 - Use relevant media (visual, digital, oral, etc.) to reinforce the message</p>
Assessment	<p>As part of the continuous assessment, students will be asked to present the key issues raised by an interview with a professional in the form of a 4-minute video. Several criteria will be taken into account in the evaluation, both in terms of content (thematic richness, quality of analysis, etc.) and form (visual aesthetics, editing, etc.) of the video.</p>

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Code and title	Block 11 – PROFESSIONALIZATION C11.3 - Developing behavior and attitudes at work
Description	Develop interpersonal and social skills: integrate into a team, take into account and make use of everyone's contributions, collaborate effectively and with a view to inclusion. T11.3.3 - Manage relationship dynamics with a focus on inclusion, diversity of profiles and fairness in interactions
Assessment	By the end of the course, students will have developed interpersonal skills around conflict management. A dedicated session will enable them to understand the challenges of collaboration and resolving tensions between collaborators. This objective will be assessed as part of the final exam.

TEACHING MATERIALS

Mandatory

Course materials are available on *Moodle* at the end of the UB session. Exercises and case studies are available during the UB session, and are worked on and presented in teams during the session. After the session, answer keys with course elements are made available to enable students to enrich their answers and understand the form and quality of the answers expected for the final exam. Additional resources can be made available to students on *Moodle*.

Recommended

Other Resources (<https://learningcenter.mbs-education.com/>): press articles, articles from the *Harvard Business Review*, and others... to be consulted for further information on current HR activities studied in class and to deepen the analysis of the continuous assessment.


TEACHING METHODS

As stipulated in the MBS teaching method:

Before each session, the learner must familiarize himself/herself with the materials that will be useful for the course. He/she must also complete the required personal work within the allotted time.

During lectures, students are expected to take an active part in discussions of theoretical concepts and examples, giving their opinions in a well-argued manner.

An active contribution from students can enrich the teaching process, providing additional information to the topics presented in class. During class, students can question the teacher on the topics presented.

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During face-to-face classes (promo and UB), **the use of computers is not allowed unless** authorized by the teacher. Students are encouraged to take notes in writing, to encourage concentration and learning.

A special forum on the e-learning platform can be used by students to ask questions and, if necessary, clarify concepts studied in class.

ASSESSMENT TERMS AND CONDITIONS

Description Continuous assessment:


Group work (2 or 3 students): as a group, conduct an interview with a manager, HR manager or any other person from an organization involved in HR issues, on one of the topics covered in the course (gender equality in the workplace, discrimination-free recruitment, motivational management, etc.). The interview can be conducted face-to-face, by videoconference or by telephone. It should be prepared in advance by drawing up an interview guide comprising 6-7 questions. This work will be presented in the form of a 4-minute video. See methodology and deadline on *Moodle*.

Description Final exam:

- **Duration of assessment:** 1h30
- **Form:** Written exam assessed on 20 points
- **Type of work required:** 2 case studies and 4 open questions in total
- **Language of composition:** English
- **Documents / Material authorized:** None

Examination description Session 2:

- **Duration of assessment:** 1h30
- **Form:** Online exam assessed on 20 points
- **Type of work required:** 2 case studies and 4 open questions in total
- **Language of composition:** English
- **Documents / Material authorized:** None

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Summary

Assessment method	Mode (individual or group)	Duration in hours	Weighting	Skills assessed
Continuous assessment	Group (2 or 3 students)	∅	40%	C10.1, C10.3, C3.3, C11.3
Behavior/ commitment/ participation	Individual	All face-to-face hours	From +2 to -2 on the continuous assessment grade	∅
Final examination	Individual	1h30	60%	C10.1, C10.3, C11.3
Total			100%	
Exam Session 2	Individual	1h30		C10.1, C10.3, C11.3

POLICIES

Students with disabilities

If, because of a permanent or temporary disability, you need support and/or accommodation, please let the disability advisor for your program know, or alert your teacher so that he or she can give you guidance and help you get the most out of the course.

Academic fraud

Academic fraud is the act of passing off as one's own the texts or ideas of others, leading to undue academic assessment.

Although this list cannot be considered exhaustive, here are a few examples of actions considered to be academic fraud:

- using all or part of another person's text, passing it off as one's own or without giving a reference, in an examination, a piece of work or an assessed activity;
- the performance by another person of a task or activity being assessed;
- the use of any unauthorized assistance during an examination or in the performance of a task;
- unauthorized presentation of the same work in different courses;
- obtaining examination questions or answers by illicit means;
- soliciting, offering or exchanging information during an examination.