



# International Human Resource Management

Study route within the Human Resource Management degree

**4-year Bachelor programme** | Enschede  
**Short degree programme HRM** | Enschede



# Design innovative solutions to people- and workrelated challenges

The key to success in any organization lies with its people. In International Human Resource Management (IHRM) you not only learn how to turn that key, but you also develop the skills needed to become a business-savvy and internationally oriented HRM professional.

International Human Resource Management (IHRM) is a unique programme. IHRM forms an excellent basis for a career in an international Human Resource business environment in your home country or far abroad. It furthermore equips you with knowledge and skills to continue your education with a Master's programme at a Dutch or foreign university.

general

## The programme

Saxion University of Applied Sciences offers an internationally acknowledged four-year Bachelor programme.

The IHRM programme is structured around the following themes:

- **People Development**  
If you want people to reach their full potential, you need to understand what makes them tick. That is why we put an emphasis on understanding human psychology throughout many of the courses.
- **Personal Development**  
You need practical skills to navigate the complexities of the business world. For that reason many of the courses are about enabling you to become a great communicator and credible professional.

- **Human Resources and Business**  
In HR you need to be the bridge between people and business. Therefore we offer courses in international business, leadership, economics, strategy, organizational design and culture.
- **HR and Technology**  
New technologies are influencing the way we work. In the programme we will show you how to use social media and develop new and innovative tools for job market communication.
- **Practical component**  
You may develop a new training system, advice on how to handle differences in culture or how to adapt the reward system.
- **Study counseling**  
The study counselor helps you to find your way in Saxion and will also help you to make your study into a success.

## The first year: in-depth knowledge

During the first year of International Human Resource Management you will get in-depth knowledge of the relationship between human behavior, work and organizations. You will study business economics, organizations and work design and human talent development.

## The second year

The emphasis during the second year of IHRM lies on understanding human resource management in relation to business disciplines and principles. You will also further develop your research and basic communication skills.

### Why study IHRM in The Netherlands?

- You will meet students from other countries with different cultural backgrounds.
- Unique programme: IHRM is the only fulltime International Bachelor programme in HRM in the Netherlands.
- Close-knit community: you are part of a community, co-creating innovative solutions to problems in the field of psychology and management. You will be working in small groups on real life cases, with very involved and approachable teachers to help you.
- The IHRM programme is well appreciated by employers. Our current students do internships at internationally renowned organizations, such as Siemens, BMW, Daimler-Chrysler, KLM and Greenpeace.
- After graduation you are ready for an international career as junior HR advisor or as a specialist in a HR Department of an international organization.
- Your bachelor Degree also gives you the opportunity to continue your education at a university of your choice and obtain a Master's Degree.

### The third year

#### Practice your skills

After gaining in-depth knowledge about IHRM during your first two years, you will apply what you have learned and practice your skills in so called labs. With other students you will analyze real HR problems that

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organizations face and develop innovative and practical solutions. In the second half of the third year you will do a compulsory minor in human resource development.

### The fourth year: internship and thesis

During the fourth and final year of your studies you will do your internship and write your bachelor thesis within an international organization. Most students spend a full year abroad.

### Graduated

When you have graduated you hold a Bachelor of Arts degree. With this degree you are well prepared for a position in an international organization. You offer the business world a thorough understanding of business-oriented HR and an adequate translation of the international strategy into relevant and modern HR policies. You will be a well-trained professional with in-depth knowledge of change processes and a broad set of



## Curriculum bachelor International Human Resource Management

	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 1 to 4
Theme	Human Behaviour	Human Resource at work	Human Resource at work in Organizations	Organize Human Resource at work in Organizations	Building towards knowledge in the field of:
Year 1	Introduction to Psychology	Organizational Behaviour 1: Organizational Psychology	Organization Theory 1.1: Organizations and Work Design	Organization Theory 1.2: Job Evaluation and Reward Systems	Strategy and Organization Development
	Learning at Saxion (Written Communication)	Introduction to People and Labour	International HRM 1: Introduction	Introduction to Human Talent Development	International HRM
	International Business & Ethics	Business Economics	International and Comparative Labour Law 1	Operations Management 1: Project Management - HRP	Business Orientation
	Basic Communication Skills 1.1	Basic Communication Skills 1.2	Basic Communication Skills 1.3	Research Skills 1	Professional Skills
	Intercultural Communication 1	Professional Communication Skills 1	Groupdynamics 1		
ECTS	15	15	15	15	60

	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 1 to 4
Theme	Understand the (HRM)Business	Build the (HRM)Business	Manage the (HRM)Business	Experience the (HRM)Business (Practical)	Building towards knowledge in the field of:
Year 2	Organization Theory 2.1: Strategic Management and Organizational Structure	Organizational Behaviour 2: Organizational Communication and Culture	Organization Theory 2.2: Managerial Processes and Decision Making	Practical Quarter/ Recruitment	Strategy and Organization Development
	International HRM 2.1: Operational	International HRM 2.2: Performance Management	International HRM 2.3: Tactical	Practical Quarter/ Training & Development: Onboarding	International HRM
	Operations Management 2.1: Financial Management	Operations Management 2.2: Business Plan	International and Comparative Labour Law 2	Practical Quarter/ Business Game	Business Orientation
	Intercultural Communication 2	Groupdynamics 2	Research Skills 2	Practical Quarter/ Pre-Thesis (R)	Professional Skills
ECTS	15	15	15	15	60

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intercultural communication skills. You demonstrate a professional approach to working with diverse groups of people in an international environment.

### Soft skills

Simply attending class and acquiring knowledge is not enough. When you become an international HR specialist you are expected to know how to share knowledge with others and use this knowledge in the business world. In this international setting a lot of attention is given to the personal development of the students. Part of the programme are intercultural team building and project based working. Moreover, you will learn a variety of communication skills such as professional conversation-, presentation- and leadership skills.

### Coaching

During your studies, you don't have to do it all by yourself. A coach will help you find your way in the Netherlands and in our school. He or she will also supervise you in making sure you are successful in your studies and will take a look at your future career prospects with you. During project work and when writing your graduation thesis you are coached on both the content and the process.



### Practically oriented

Saxion works with competence oriented and problem guided teaching. This means that in your studies theory and practical experience are merged together, whenever possible. Practical cases follow the theory. Therefore it is possible that you have to put yourself in the position of an HR assistant in the first year and several months later in the position of an HR advisor in a large international company or an HR organizational specialist for a multinational. You may also explore the differences between HR instruments in various countries and develop a new training system.



‘To work in an International Business environment has always been my greatest ambition. Since the first day I stepped into Saxion, the connected, enthusiastic, warm team at Saxion left me with nothing but relief, motivation and determination to move through this study. IHRM is a study in which you are surrounded by teachers and enthusiastic students whom inject exciting new knowledge into you every day. What is so remarkable about studying IHRM, is the practical, direct experience you get from working with people from different cultures. My advice: just apply and begin this journey of becoming an International Human Resources Manager with Saxion!’

**Darcie Hudson** Alumnus IHRM

## International character

The IHRM programme is taught in an intercultural classroom with students from different countries and nationalities. The courses and materials are specifically developed for this programme. Internationally renowned literature is used, as well as practical case materials concerning internationally oriented organizations. Students are required to do their internship and thesis project in the HRM department of an international organization.

## Entry requirements

The general Saxion entry requirements and the specific entry requirement for this programme, can be found at [saxion.edu](http://saxion.edu)

## Short Degree Programme IHRM

The Short Degree Programme (SDP) IHRM is open to students with a previous HRM education of a minimum of 3 years. The SDP-programme offers the opportunity to receive an internationally acknowledge Bachelor of Arts Degree in two years.



## Saxion and business

Saxion has been working closely together with companies, such as large multinationals, local medium-sized companies, governmental institutions and NGO's. No one can better tell you what is expected from you as a graduate, than your future employer. Therefore, these businesses provide us with input for relevant and up-to-date education and modern and realistic cases. Moreover, our teaching staff consists of a lot of people with a broad practical experience.

## Get Ready for a Smart World

Technological innovations have an impact not only on your social life but on your future professional life, too.

At Saxion University of Applied Sciences, we teach you how these innovations impact your future

professional field and how you can apply technology to perform your work even better, so no matter which programme you choose, you will be prepared for a world that is getting smarter.

Studying at Saxion also means growing as a person. Who are you as a person? Where do your talents lie and what do you want to excel at? We will help you develop a moral compass, build your self-confidence and broaden your horizon.

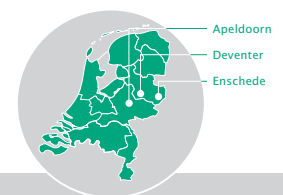
## More information

Would you like to get more information about the International Human Resource Management programme? Then go to [saxion.edu](http://saxion.edu) or contact Judith van Felius: [j.e.d.vanfelius@saxion.nl](mailto:j.e.d.vanfelius@saxion.nl)

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## Saxion partners



# information

