PANTHÉON-ASSAS
UNIVERSITÉ
PARIS



FORMATIONS : DROIT • SCIENCES POLITIQUES
ÉCONOMIE • GESTION • INFORMATION - COMMUNICATION

MASTER HR MANAGEMENT PARCOURS INTERNATIONAL HUMAN RESOURCES MANAGEMENT (IHRM)

2026-2027

Direction : Véronique CHANUT , Quentin LEFEBVRE

Degree awarded :
Master

Duration of studies :
2 ans

Teaching methods :
En apprentissage, Formation initiale

The Master's in International Human Resources Management is a university program offered as a work-study experience, combining academic instruction with professional practice. Throughout the program, students hold a human resources position within a company, receive a salary, and develop practical skills, while benefiting from the reflective and structured learning approach typical of a university education.

Languages of Instruction:

> French in Master 1 (1st year)
> English in Master 2 (2nd year)

OBJECTIVES

Today's multinational corporations need well-trained and seasoned HRM officers capable of operating in complex and evolving environments. CIFFOP's master in International Human Resources Management aims to provide students with the essentials to succeed in the field:

> Global staffing, training and development, compensation and benefits, mobility, management and leadership skills development, organizational design, employee relations and diversity management
> The ability to design and implement HRM policies and practices at corporate/country/site/SBU levels
> Cultural awareness and sensitivity as well as intercultural management skills
> Theoretical and practical knowledge in Corporate Social Responsibility through a dedicated module and transversal classes
> Practical experience in a multinational company, start-up or NGO

FURTHER INFORMATION

EFMD ACCREDITATION:

The EFMD, the European Foundation for Management Development, is an accreditation body globally renowned for quality and impact assessment in management. EFMD accreditation is awarded to outstanding management programs with an international perspective who deliver high quality degrees recognized by employers and other actors in their area of expertise.
The CIFFOP IHRM program was accredited by EFMD in 2017 following a rigorous evaluation process and was subsequently



reaccredited in 2020 and 2023. This accreditation strengthens its position as a leader in the field of international HR education and confirms its academic and professional excellence.

PARTNER LABORATORY:

EA 3386 - Laboratoire de recherche en sciences de gestion Panthéon-Assas (LARGEPA)

ENTRY REQUIREMENTS

Apprenticeship is open to all candidates, French and international, under the age of 30.

Candidates may apply for the Master 1 (M1) program and study for 2 years, or directly for the Master 2 (M2) program and study for 1 year.

ELIGIBILITY REQUIREMENTS

Master 1 (1st Year):

> 3- or 4-year bachelor's degree (equivalent to 180 ECTS credits) in any field
> Proficiency in French (C1 minimum) and English (TOEFL iBT ≥ 100, IELTS Academic ≥ 7, TOEIC ≥ 935, Cambridge C1 Advanced)
> Only TOEFL, IELTS, TOEIC, or Cambridge certificates are accepted

Master 2 (2nd Year):

> 4- or 5- year Bachelor's degree (equivalent to 240 ECTS credits) or a Bachelor’s degree plus 1 year of Master’s-level studies
> Proficiency in English (some knowledge of French is a plus): TOEFL iBT ≥ 100, IELTS Academic ≥ 7, TOEIC ≥ 935, Cambridge C1 Advanced
> Candidates holding a Bachelor’s degree and professional experience (generally 1 to 3 years) may be considered for M2 entry (consult the program manager)

Additional Selection Criteria for M1 and M2:

> High motivation for a career in HRM and some knowledge of the field
> Quality of academic and professional background
> International exposure: professional and/or academic experience in an international setting, experiences outside of the home country
> A demonstrated passion for operating in an international environment
Candidates will be invited to an interview based on their application. Interviews are conducted in English, either in person or remotely, with a member of the program faculty and an HR professional.

APPLICATIONS

Important note: it is not necessary to apply for the Master IHRM through Campus France/Etudes en France. Only applications sent



directly through the channels below will be considered.

Master 1 (1st Year):

Applications for the September 2026 intake will be completed on the Mon Master platform from **17th February to 16th March 2026**.

Candidates who are not eligible to apply through MonMaster can apply directly through the University platform.
For any questions on the application procedure or diploma recognition, please feel free to contact Adrienne BURTON.

Master 2 (2nd Year):

All candidates for the September 2026 intake must apply directly through the Paris-Panthéon-Assas University platform whether they hold a French or a foreign degree and regardless of their nationality.

Important note:

Applicants who hold a degree from a non-French Higher Education Institution are required to obtain recognition of their highest degree ("attestation de reconnaissance") from ENIC-NARIC. The procedure to obtain this document is described on the ENIC-NARIC website and takes approximately 4 months. Applicants are therfore strongly advised to begin the procedure as early as possible to avoid delays in the admission process. If the certificate is not available at the time of application, it may be submitted at a later stage as applications can be reviewed without it.

For any questions on the application procedure or diploma recognition, please feel free to contact Adrienne BURTON.

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COURSE STRUCTURE

MASTER 1 WORK-STUDY SCHEDULE

The Academic Year starts mid-September and the year is organized as follows:

> **September to December:** Students spend 3 days per week in the company (Monday to Wednesday) and 2 days at the University (Thursday to Friday).
> **January**: Mid-term exams.
> **February to early April**: Students alternate between the company and University, spending 2 weeks per month in the company (alternating weeks).
> **End of classes/exams until mid-September, and during University breaks** : Students work full-time in their company.



Master 2 Work-Study Schedule

The academic year starts in mid-September and is organized as follows:

> **Mid-September to Early October:** Full-time classes.
> **November to early July**: 1 week in University per month.
> **July to September**: Full-time in the apprenticeship company.

PROGRAM

MASTER 1 - TAUGHT IN FRENCH

Reference Text:
The Master's program regulations apply to all Master's degrees.
However, the specific rules set out in the curriculum framework take precedence over these general regulations.

Master-1.pdf (76.63 Ko)

Specific Rules:

> Attendance at all lectures and supervised classes is compulsory.
> Any absence or lateness not duly justified solely by a case of force majeure will result in the prohibition from sitting all admission examinations.
> The student's participation in classes and group work is taken into account in the grades awarded.

MASTER 2 – TAUGHT IN ENGLISH

Reference Text :
The Master's program regulations apply to all Master's degrees.
However, the specific rules set out in the curriculum framework take precedence over these general regulations.

Master-2.pdf (163.3 Ko)

The following result in failure as determined by the examination board:

> any unjustified absence from an examination;
> a thesis grade below 10/20.
> Repeating the second year is not permitted.

CAREER OPPORTUNITIES

TARGETED SKILLS

The **IHRM Master's program** aims to train agile and well-rounded HR managers capable of working and creating value in international and multicultural environments, both in France and abroad – tomorrow's HR leaders.

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CAREER OPPORTUNITIES

On average, **90% of graduates** are employed within six months of graduation, with **75% based in France**.
Major recruiters include **French and international major multinationals, consulting firms, and tech companies**.

EXAMPLES OF POSITIONS HELD BY GRADUATES

> Recruiter Experienced Professionals
> Consultant in People Advisory Services
> Regional Talent Acquisition Specialist
> HR Accelerator
> Learning Architect
> People Operations Partner
> Global Mobility Manager
> International Campus Manager
> HR Change Manager
> Compensation and Benefits Analyst

CONTACT

PROGRAM DIRECTORS

> Véronique CHANUT, Professor
> Quentin LEFEBVRE, Associate Professor

HEAD OF THE MASTER 1 IN IHRM

> Claire PICQUE-KIRALY, Associate Professor

ADMINISTRATIVE CONTACT

Adrienne BURTON, Program Manager
Tél.+ 33 (0)1 83 97 68 41

Maison des Sciences de gestion,
1 rue Guy de La Brosse, 75005 Paris

TESTIMONY

See what our alumni have to say about why they chose Ciffop and how the program helped them careerwise Ciffop Class of 2015

ACCREDITATION

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https://www.assas-universite.fr/en/courses/programs-taught-english/master-gestion-ressources-humaines-parcours-gestion-ressources