



Master's Degree: Human Resources Management & Corporate Social Responsibility



University
St.
Kliment
Ohridski

Institut
d'Administration
des Entreprises
de Paris



Sorbonne Graduate Business School

Created more than 50 years ago, IAE de PARIS, the Graduate Business School of the world renowned Sorbonne University's first training offer was the French MBA. Then it diversified its offer and extended to eight other specialized fields with the creation of specialized Masters including Master's Degree in Human Resources Management & Corporate Social Responsibility.



Our offer today includes

- Masters degree's level for people who already have a professional life and who wish to improve their management skills (these programs are conceived to allow the executives and leaders who follow them, not to stop their occupation),
- Initial Trainings for the young students without professional experience who wish to continue their studies,
- International programs organized in French for French-speaking students and programs in English either taking place in France or abroad within the framework of partnerships.

Sofia University Sant Kliment Ohridski

Sofia University St. Kliment Ohridski is the first institution of higher education in Bulgaria.

For more than a century Sofia University has been the national foremost centre for university education and research in both fundamental theoretical and applied areas. Today it is the largest university in the country with 88 degree programs offered by 16 faculties.

The Faculty of Economics and Business Administration (FEBA) is one of the leading institutions for teaching and research in Economics and Business in Bulgaria and the Balkan region.

The successful career realization of FEBA graduates is the result of three factors: excellent knowledge in Economics and Law, very good command of foreign languages and solid training in contemporary software applications

The graduate programs reflect the changes in society and business by providing specialized knowledge in our Master programs. FEBA offers double degree programs with the University of Bordeaux IV and IAE de Paris – University Paris 1-Panthéon Sorbonne.

MAIN ASSETS

The program is innovative even if it has been based in experience accumulated over 30 years. It focuses on the role of human resources, the means and the policies of human resources management, and on the recent developments regarding the exercise of the companies' social responsibility.

AIMS

The best way of controlling the management of human resources in a global economy is to join a program conceived on an international scale by two renowned Universities. A program aiming a public of Executive Managers coming from the Balkan Peninsula countries working within companies with multinational activities, with an experienced faculty opened to realities of the management of cultural diversity. Our faculty comes from a team of researchers from both Universities as well as from the real Business world using the case study methodology.



Career Opportunities

This degree prepares to many operational functions within the Human Resources Management and Human Resources Services such as Compensation Manager, Training Officer, Responsible for Employment, Social Management Controller, Manager of Information Systems, Social Advisor, Social Relations and Recruitment Offices.

Themes

- The Relation of Employment
- The Professionalization
- Commitment
- Partnership Governorship
- The Strategic Management of Human Resources
- The Social Responsibility and the Sustainable Development
- Practices of the Companies and Methods of Analysis

Structure / Organization

- 15 months, 9 modules of 36 hours – During the weekends
- Theoretical classes and case studies
- International Professional Seminar in Paris – full time
- Thesis/Professional Project

As a developing country, Bulgaria faces the challenge of adjusting its economy and ways of doing business to the current Western European practices.

In today's economy of rapidly developing technology, people are the only resource which can give the additional competitive advantage that companies need. This idea has slowly started to sink into the minds of top managers in Bulgaria.

The HR professionals here become more and more qualified and experienced but there is still a lack of understanding by the companies' leadership.

By choosing the joint Masters program of Human Resources Management and Corporate Social Responsibility of IAE de Paris and Sofia University "St. Kliment Ohridski" I was able to further gain an understanding of why Human Resources Management and Corporate Social Responsibility is key to the bottom line of any business. I have also become more successful in showing the importance of the latter on the overall performance of the company I work in.

I believe that this cross-national program gives a broader view on the topics of Human Resource Management and CSR. It allows its graduates to demonstrate flexibility and advanced skills. Furthermore, it gives them an understanding of the field which contributes to the strengthening of the profession's position in Bulgaria.

Ina ILIEVA
Senior HR Development Specialist
"Overgas Inc." AD, Sofia, Bulgaria



Admission Requirements

- Complete application form
- Bachelor's degree or equivalent from an accredited institution (equivalent to a "Baccalauréat+4")
- Work experience of 3 years required
- Proficiency in English
- 1 Letter of Recommendation
- Motivation Letter (Cover Letter)
- Resume (CV)



Course Listing

Unit 1:

- Economic bases of the Relation of Employment
- Management of the Flexibility and the Reorganizations
- Management of Compensations

Unit 2:

- The Development of the Careers
- The Development and Competences
- Development of Employees' training

Unit 3:

- The Management of a team
- The Organizational Change

Unit 4:

- Industrial Relations: The Role of the Trade Unionism
- The European legal framework of Social Relations
- The Management of Diversity

Unit 5:

- The Strategic Alignment of the HRM
- Intercultural Management
- The running of the Social Performance

Unit 6:

- Business Ethics
- The Socially responsible investment
- The Standards, Certification and Standardization

Unit 7:

- Quantitative tools for analysis of Human Resources
- The compared Analysis of the European Social Models
- The deployment of the HR Information Systems

Unit 8:

- Seminar in Paris

Unit 9:

- Thesis

Application Timeline

- Application deadline: End of March
- Interview: Mid-April
- Response of acceptance: Last week of April
- Program Start: Mid-May

Program Fees

Application Fees: 150 euros

Tuition Fees: 5500 € (including registration fee for Paris Sorbonne University, books and other courses materials).

Seminar Package: 1100 € (including airfare, hotel and conferences).

Please note that this seminar is compulsory.

Directors of the Program



Professor José ALLOUCHE (IAE Paris Sorbonne)

Associate Professor of Faculty of Law, Faculty of Science and Faculty of Economic Management.
PhD on Organizations Sciences
PhD on Applied Economics
Graduated from Sciences-Po Paris.

Author or co-author of several books and academic articles on the measurement of social performance, on strategic decision, on family businesses and on the Theory of Organizations.
He works as an expert advisor/consultant to many large companies and international organizations.



Professor George CHOBANOV (Sofia University "Sant Kliment Ohridski")

Full Professor at the Faculty of Economics and Business Administration, St. Kliment Ohridski University in Sofia

Doctor of Economic Sciences
PhD in Statistics and Probability Theory
Graduated from Sofia University

Author of books and academic articles on statistics, economic analysis, rules and behavioural norms in an economic system, measurement of transaction costs, income distribution, poverty, social policy.

He works as an expert advisor/consultant to institutions, organizations and large companies.

Your contact in Sofia



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Your contact in Paris



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Our International Experience:

MBA in Beijing (China) • MBA International Paris: in Alger (Algeria), in Beirut (Lebanon), in Cairo (Egypt), in Casablanca (Morocco), in Dakar (Senegal), in Mauritius (Indian Ocean), in Tunis (Tunisia) • International Affairs program in Minsk (Belarus) • MASTER in Marketing in Ho Chi Minh (Vietnam)

In France and abroad:

Global Partners MBA in Atlanta (USA) and Rio (Brazil) • MASTER in e-business Management in Skopje (Macedonia).

In France:

MBA Dauphine-Sorbonne-Renault with Renault Foundation for students from Japan, Korea, Brazil, Russia and Iran.

"A global network of 25 500 graduates now working in industry. An association of active alumnae, member for the past 29 years of the G16 + Careers Club for the prestigious higher education institute"
(www.iae-paris.org).



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