Année universitaire 2026/2027

3ème année de licence - Gestion - Parcours Management et Gestion des Organisations - Londres - FI

Crédits ECTS : 60

MODALITÉS D'ENSEIGNEMENT

Le cursus est similaire à celui proposé à Paris avec des enseignements**dispensés uniquement en anglais** par le corps professoral issus principalement de **l'enseignement supérieur britannique**.

Langue d'enseignement : Français

ADMISSIONS

Les candidatures sont à déposer en ligne uniquement, selon les modalités et le calendrier indiqués surcette page.

POURSUITE D'ÉTUDES

La L3MGO est une formation généraliste en gestion qui permet de s'orienter vers les Masters proposés par les huit Mentions de gestion du département MSO : Comptabilité Contrôle Audit (CCA), Comptabilité Audit Reporting (CARF), Finance, Gestion de Patrimoine, Management de l'Innovation, Management et Organisations (M&O), Management des Ressources Humaines, Marketing et Stratégie, Systèmes d'informations Réseaux et Numériques (SIREN). Ces mentions sont associées à une offre très large de Masters.

PROGRAMME DE LA FORMATION

- Semestre 5
  - Tronc commun semestre 5 (UE obligatoires)
    - Applied Statistics for Management
    - Basics of Strategy
    - Controlling and Managing Organizations
    - Employment Law
    - Financial Markets and Institutions
    - Management fo Information Systems
    - Marketing
    - Sociology : Norms, Power, Organization
  - Option semestre 5 (1 UE à choisir)
    - Elective - Foreign Language
- Semestre 6
  - Tronc commun semestre 6 (UE obligatoires)
    - Accounting and Financial Reporting
    - Business Law
    - Corporate Finance
    - Corporate Tax Law
    - Economic Aspects of Globalization
    - Human Resources Management
    - Introduction to Business Sustainability Management
    - Soft Skills and Employability

- Option semestre 6 (1 UE à choisir)
  - 2nd Language and Culture
  - Financial Mathematics

DESCRIPTION DE CHAQUE ENSEIGNEMENT

SEMESTRE 5

Tronc commun semestre 5 (UE obligatoires)

Applied Statistics for Management

ECTS : 3

Langue du cours : Français

Volume horaire : 27

Description du contenu de l'enseignement :

Course Overview Introduction to statistical tools used to summarize and analyze a set of data, to the fundamental concepts of probability and the laws of probability. Presentation of statistical inference concepts: sampling, parameter estimation and hypothesis testing. Introduction to simple linear regression.Course Chronology A . ProbabilitiesI. Basic concepts1. Random experience and events2. Definition of a probability3. Conditional probabilities4. Bayes formula5. Independence6. Combinations and arrangementsII. Random variables1. Discrete random variables2. Continuous random variables3. ApproximationsIII. Two-dimensional random variables1. Independence2. Covariance3. Properties of expected value and varianceB. Statistical inference1. Sampling theory2. Statistical estimationa) Point estimationb) Confidence interval estimation3. Hypothesis testing

Compétences à acquérir :

Gain various basic concepts and strategic tools used in the Science of Management. Develop, through a variety of applications based principally in the domain of management, the capacity to interpret and analyze quantitative data.

Mode de contrôle des connaissances :

- Midterm 50%
- Final Exam 50%

Coefficient : 0.75

Basics of Strategy

ECTS : 4

Langue du cours : Français

Volume horaire : 27

Coefficient : 1.00

Controlling and Managing Organizations

ECTS : 4

Langue du cours : Français

Volume horaire : 36

Description du contenu de l'enseignement :

This course builds on managerial accounting foundations, as well as introduces the key concepts, tools, and principles of strategy formulation and competitive analysis. It is concerned with managerial decisions and actions that affect the performance and survival of business enterprises. The course is focused on the information, analyses, organizational processes, and skills and business judgment managers must use to devise strategies, position their businesses, define firm boundaries and maximize long-term profits.Strategic Managerial accounting is an integrative and interdisciplinary course. It assumes a broad view of the environment that includes buyers, suppliers, competitors, and global forces. In studying strategy, the course draws together and builds on all the ideas, concepts, and theories from your functional courses such as Accounting, Economics, Finance, Marketing, Organizational Behavior, and Statistics.

Mode de contrôle des connaissances :

- **Oral participation and presentation (20%)**

- **Mid-term exam (30%)**
- **Final exam (50%)**

Coefficient : 1.00

Bibliographie, lectures recommandées :

- O. Saulpic, F. Giraud, G.Naulleau, M-H. Delmond, Management Control and Performance Processes, Gualino editeur
- C.T. Horngre, Introduction to management accounting (Prentice-Hall series in accounting)
- H. Bouquin, Comptabilité de gestion, Paris, économica, 2008, 5e édition.
- N. Berland, Y. De Rongé. Contrôle de gestion. Perspectives managériales et stratégiques. Paris, Pearson, 2010.

Employment Law

ECTS : 2

Langue du cours : Français

Volume horaire : 27

Description du contenu de l'enseignement :

Module Aims

The purpose of the unit is to introduce the major areas of employment legislation and the employment law system to those studying Management Science. The unit is intended to provide an overview, rather than focus in detail on the operation of specific employment laws for those who need to understand and be able to evaluate emerging developments in the management of the employment relationship.

Learning Outcomes

By the end of this module, students will be able to:

Knowledge

1. Demonstrate an in-depth understanding of the **purpose of employment regulation and the way it is enforced in practice**.

2. Demonstrate a critical understanding of the **legal regulatory background**; national, regional and international instruments.

3. Demonstrate a broad and in-depth understanding of the importance of compliance and managerial support for HR function.

4. Demonstrate a broad and in-depth understanding **of equality, human rights, non-discrimination regulation as inputs**.

5. Demonstrate a critical understanding of understanding **risk of exposure to sanction** including the international dimension: **reputational and legal**.

6. Independently **select, critically evaluate and interpret a broad range of legal research** material from a range of legal sources and synthesise material from different types of legal sources for use in assignments to **develop structured and sophisticated arguments in writing**.

7. clearly and critically analyse, synthesise, structure and communicate ideas effectively orally.

8. **Critically assess legal problems**, scholarly debates, concepts in Employment Law and clearly and coherently and draw innovative conclusions on a broad range of specific legal problems.

9. Lead **collaborative teamwork** towards a common goal and reflect on their own contributions and impact as a leader.

Values

10. respect and apply advanced academic and professional conventions and act with academic and professional integrity.

Compétences à acquérir :

Law Subject benchmark

- intellectual independence, including the ability to **ask and answer cogent questions** about law and legal systems, identify **gaps** in their own knowledge and acquire new knowledge, and engage in **critical analysis and evaluation**
- self-management, including an ability to reflect on their own learning, **make effective use of feedback**, a willingness to acknowledge and correct errors and an ability to **work collaboratively**

- awareness of principles and values of law and justice, and of ethics
- knowledge and understanding **of theories, concepts, values, principles and rules of public and private laws** within an institutional, social, national and global context
- study in depth and context of substantive areas of law
- ability to conduct **self-directed research**, including accurate identification of issue(s) which require researching, retrieval and evaluation of accurate, current and relevant information from a range of appropriate sources, including primary legal sources
- ability to **work with a range of data**, including textual, numerical and statistical
- ability to recognise **ambiguity** and deal with **uncertainty** in law
- ability to produce a synthesis of relevant doctrinal and policy issues, presentation of a **reasoned choice between alternative solutions** and critical judgement of the merits of particular arguments
- ability to apply knowledge and understanding to offer **evidenced conclusions**, addressing complex actual or hypothetical problems
- ability to communicate both orally and in writing, in relation to legal matters, including an ability t**listen and respond to written and oral stimuli**, including questions and instructions

Mode de contrôle des connaissances :

Students are to prepare each session individually, going through the slides provided and a short mandatory reading list in bold AND in group, with questions allocated to each group which will be presented in reasoned answers to the rest of the class during the session. This module draws on a wide range of teaching and learning strategies to help students develop appropriate cognitive and language skills:

- Supervised independent study
- Work and discussions in pairs and groups
- Peer work sessions
- Research activities
- Quizzes
- Staff-guided and student guided discussions
- Essay writing
- Activities to extract the key points and arguments from academic points
- Formal presentations, including a mock trial at the end of term
- Informal summary presentations of break-out group work .

AssessmentStudents will receive oral and written feedback on class activities and homework. The continuous assessment counts for 50%. It consists of in-class participation and contributions (20%) and a mid-term test (30%). The final examination counts for 50% of the final module grade - students are required to sit a 2 hour exam.

Coefficient : 0.75

Financial Markets and Institutions

ECTS : 2

Langue du cours : Français

Volume horaire : 18

Coefficient : 0.50

Management fo Information Systems

ECTS : 3

Langue du cours : Français

Volume horaire : 27

Compétences à acquérir :

Knowledge

1. The critical knowledge of information systems

2. Knoweldge of differences and similarities between various types of information systems

3. Reflective knowledge of the importance of information systems

Skills

4. The ability to present an argument to recommend a specific type of information system.

5. Analysis of the requirements of the organization and identify the suitable type of information system.

6. The ability to understand the correlation between databases and information system.

7. The ability to understand the importance of securing information system.

8. Presentation of a coherent argument to recommend various means of securing information systems.

9. The ability to design and plan the analysis of a given case

10. The ability to critically analyse the given data and conclude with relevant suggestions based on the given problem.

11. The ability to research the various new security tools available in the industry.

Values and Attitudes

12. Plan and structure the work in relevance to the objective of the task

13. Be open-minded to various approaches towards a given problem case and its corresonding solutions.

Coefficient : 0.75

Marketing

ECTS : 6

Langue du cours : Français

Volume horaire : 36

Description du contenu de l'enseignement :

This unit will provide the students with an opportunity to discover, explore and master the fundamental concepts of Marketing in order to develop a foundational knowledge of the discipline and gain an overview of all its various elements.

Compétences à acquérir :

By the end of this module, students will have demonstrated:

Knowledge

1. an understanding of the basic principles of Marketing including its key concepts and processes.

2. a thorough understanding of the fundamentals of Marketing Research and Consumer Knowledge, Marketing Strategy and Marketing Mix that can be directly applied to situations in the retail environment as well as the workplace.

3. an understanding of the main tools currently used in organisations to efficiently manage brands in the long term.

Skills

4. an ability to thoroughly analyse a brand or a business including its market environment (internal & external), its consumer needs and its current marketing strategy and positioning.

5. an ability to develop and recommend realistic, sound and efficient marketing actions to address its challenges and enhance the brand’s current positioning.

6. the necessary skills to make relevant marketing decisions under time and competition pressure working in and influencing a team.

Values and Attitudes

7. an ability to differentiate and engage in ethical practices in marketing.

8. the ability to work in a team over the course of the term, recognising and respecting other’s ways of working and culture.

9. an ability to put forward straight-to-the-point, well-researched, relevant and well-articulated arguments to demonstrate a marketing mindset.

Pré-requis obligatoires

There is no prerequisite for this Introduction to Marketing course.

Pré-requis recommandés

There is no prerequisite for this Introduction to Marketing course.

Mode de contrôle des connaissances :

The course evaluation will be based on: 1. An in-class individual exam (50%, during exam week) to evaluate the student's understanding of all concepts covered in the sessions from the beginning of the term, including insights from readings. This exam will be based on a couple of articles presenting a current brand or business situation, asking students to explain key concepts and apply their understanding to this specific brand.2. A Marketing Project (25%): an opportunity to analyse a company's current market environment, and current marketing strategy as well as an in-depth analysis of all the mix elements to then define and present value-adding recommendations to improve the brand positioning.3. A Simulation Game (15%) played over the course of a day and facilitated by the lecturer to give students opportunities to make marketing strategic decisions and reflect on their impact on the business results in the market in the short/long term.4. Individual mid-term oral evaluation (10%) to allow students to assess their knowledge intake and highlight any specific gap in preparation for the end-of-year exam.

Coefficient : 1.00

Bibliographie, lectures recommandées :

Core Sources Kotler, Armstrong, Harris & He (2019). **Principles of Marketing**, European or Global Edition. Pearson Education Dauphine Library: 9781292269610 Link to selection page.Russell, E. (2010). **The fundamentals of Marketing**. AVA Publishing Dauphine Library: AN 295737. Direct link here.

Sociology : Norms, Power, Organization

ECTS : 6

Enseignants : Murielle BEGUE, Marjolaine ROGER
https://dauphine.psl.eu/recherche/cvtheque/begue-murielle

Langue du cours : Français

Volume horaire : 36

Description du contenu de l'enseignement :

Social norms are the formal and informal rules that govern the behaviours of individuals in a specific society. Respecting them leads to integration whereas violating them involves sanctions.
The purpose of this course is to examine social norms from a sociological perspective: how are they elaborated? Implemented? What are the consequences on the social structure and cohesion of society?
The connection between social norms, inequalities and power is also established and discussed during this course, allowing a discussion of some major French, British and American thinkers such as Michel Foucault, Pierre Bourdieu, Erving Goffman, Arlie R. Hochschild, Beverley Skeggs.
This course ambitions to be an open-minded discussion place where French and international students can meet and exchange ideas on current issues in an academic setting.
Objectives :

- Introducing sociology: the discipline, tools, main theories and concepts, key issues;
- Acquiring conceptual tools to analyse and understand social transformations in contemporary societies through three main topics: norms, power, organizations;
- Connecting concepts and concrete situations, theoretical analysis and empirical knowledge;
- Recognizing the main methods used in sociology;
- Familiarizing oneself with several key sociological schools of thought;
- Reading ambitious academic texts, getting a sociological culture;
- Improving writing skills and removing inhibitions when it comes to speaking English.

This course is on Moodle.
1 General introduction to sociology
2 General introduction to sociology: concepts and methods (Mills)
3 Norms and Deviance: poverty (Simmel)
4 Norms and Deviance: stigmatization and labelling theory (Goffman and Darmon)
5 Power and Domination: discipline and surveillance (Foucault)
6 Power and Domination: social reproduction and distinction (Bourdieu)
7 Mid-term exam
8 Power and Domination: education and work (Skeggs, Lareau)
9 Organizations and Inequalities: status (Ridgeway)
10 Organizations and Inequalities: gender (Hochschild)

11 Organizations and Inequalities: communication and networks (Boltanski and Chiapello)
12 Conclusion
Final Exam

Compétences à acquérir :

- Reading, understanding and discussing key sociological texts;
- Comparing and debating concepts and theories in sociology;
- Recognizing the main methods and tools used in sociology;
- Questioning key issues in contemporary societies;
- Writing sociological essays;
- Improving oral and written academic English.

Pré-requis obligatoires

Intermediate or advanced English (read, written, spoken) necessary to study a social science discipline.
No prerequisite in sociology. A general introduction to sociology is provided at the beginning of the course.

Mode de contrôle des connaissances :

- Continuous assessment (50%)
o Mid-term exam (35%) - essay
o Class work (15%) - combining group presentations, facilitation, written tests and participation
- Exam (50%) - essay
The numerical grade distribution will dictate the final grade. The passing grade for a course is 10/20.
Class participation: Active class participation - this is what makes classes lively and instructive. Come on time and prepared. Class participation is based on quality of comments, not quantity.
Exam policy: In the exam, students will not be allowed to bring any document (except if allowed by the lecturer). Unexcused absences from exams or failure to submit cases will result in zero grades in the calculation of numerical averages. Exams are collected at the end of examination periods.

Bibliographie, lectures recommandées :

- ACKER, Joan (1990), "Hierarchies, Jobs, Bodies. A Theory of Gendered Organizations", Gender and Society, Vol. 4(2), pp.139-158;
- BOURDIEU Pierre (2001), "A Magnified Image", Masculine Domination, Polity press;
- BOURGOIS Philippe (2003), In Search of Respect. Selling Crack in El Barrio, Cambridge University Press;
- CASTELLS Manuel (2011), "Power in the Network Society", Communication power, Oxford University Press;
- FOUCAULT Michel (1977), "'Panopticism' from Discipline and Punish: The Birth of the Prison", Race/Ethnicity: Multidisciplinary Global Contexts, Vol.2, n°1, Autumn 2008;
- GIDDENS Anthony, Sociology, Polity press, 2006;
- GOFFMAN Erving (1963), "The Self and the Other", Stigma. Notes on the Management of Spoiled Identity, A Touchstone Book, 1986;
- HOCHSCHILD Arlie Russel (2003), The Managed Heart. Commercialization of Human Feeling, University of California Press;
- LAREAU Annette (2015), "Cultural Knowledge and Social Inequality", American Sociological Review, 2015, vol. 80(1), pp. 1-27;
- MAYER HACKER Helen (1951), "Women as a minority group", Social Forces, 30, 1951, pp.60-69;
- MILLS Charles Wright (1974), "The Sociology of Stratification", Power, Politics and People, Oxford University Press;
- RIDGEWAY Cecilia R., "Why Status Matters for Inequality", American Sociological Review, 2014, vol. 79 (1), pp. 1-16;
- SIMMEL Georg (1907), The Poor, Social Problems, vol.13, n°2, pp. 118-140, Autumn 1965, University of California Press;
- SKEGGS, Beverley (1997), "Ambivalent Femininities", in Formations of Class and Gender: Becoming Respectable (Chapter 6), London: Sage.

Murielle Bègue is a Doctor in sociology and has taught sociology, social sciences research methods and major contemporary issues in the university Paris-Dauphine-PSL since 2009. She has a Bachelor's degree in history from Paris IV-Sorbonne and graduated from Sciences Po Paris with a Master's degree.
Marjolaine Roger is a professeure agrégée in English, and has taught English and social sciences in the Université Paris-Dauphine since 2005. She has an MA in English studies from the Université Paris-III Sorbonne-Nouvelle, an MSc in Gender Studies from the London School of Economics, and a Postgraduate Certificate in Social Science Research Methods from the University of Kent in Canterbury.

Elective - Foreign Language

ECTS : 3

Langue du cours : Français

Volume horaire : 18

Coefficient : 0.75

SEMESTRE 6

Tronc commun semestre 6 (UE obligatoires)

Accounting and Financial Reporting

ECTS : 4

Langue du cours : Français

Volume horaire : 36

Description du contenu de l'enseignement :

The aims of this module is to:

- Prepare double entry accounts up to trial balance
- Explain the system of recording financial transactions;
- Explain and carry out the main accounting concepts and adjustments;
- Prepare the financial statements for a single entity.
- To provide an understanding of the accounting standard setting process
- To provide an introduction to the various regulatory bodies that currently exist and the existing regulatory framework
- To introduce the range of international accounting standards currently in issue
- To introduce students to key issues in the preparation of group financial statements
- To provide an understanding of how the presentation of group financial statements are regulated by companies acts and accounting standards
- Read and interpret the documents according to specific accounting standards (French and IFRS)

Compétences à acquérir :

By the end of this module, students will have demonstrated:

1. Prepare accounting entries using double entry bookkeeping; (KCPT)
2. Prepare the Income Statement and the Statement of Financial Position from a Trial Balance; (KCPT)
3. Prepare the Cash Flow Statement; (KCPT)
4. Prepare consolidated balance sheet for listed companies ; (KCPT)
5. Prepare consolidated income statements for listed companies ; (KCPT)
6. Apply IFRS in the preparation of the above Financial Statements ; (KCPT)
7. Critically evaluate the purpose and objectives of the regulatory bodies and the regulatory framework. (KCPT)

Coefficient : 1.00

Business Law

ECTS : 2

Langue du cours : Français

Volume horaire : 27

Description du contenu de l'enseignement :

This unit aims to give an overview of the principles of French business law (including French company law, commercial law, competition law and consumer law). This unit also aims to develop the students' analytical skills and legal reasoning in English.

Compétences à acquérir :

By the end of this module, students will have demonstrated:**Knowledge**

1. General principles of French company law (e.g. limited liability, functions of different officers, corporate veil, criminal and civil liability, articles of incorporation and shareholder agreements);
2. Understanding the functions and advantages of different corporate structures (société anonyme, société par action simplifié, société à responsabilité limitée);
3. The law and principles applicable to French commercial leases;
4. The law and principles applicable to fonds de commerce (business property);
5. Principles of French and European competition law;
6. Principles of consumer law;
7. General understanding of legal framework applicable to business in France and related current affairs.

Skills

1. Legal analysis;
2. Legal research;
3. Argumentative skills;
4. Public speaking;
5. Drafting skills.

Values and Attitudes

1. Readiness to develop both sides of an argument;
2. Independent, inquisitive thinking;
3. Interest and participation in class.

Mode de contrôle des connaissances :

Grading Criteria	Mid-term MCQ	25%	Presentations	20%	Final Exam
50%	Participation	5%			

Coefficient : 0.75

Bibliographie, lectures recommandées :

- S. Piedelièvre, Droit commercial, 11th ed., Dalloz, pp. 418, €27, £22.51
- D. Legeais, Droit commercial et des affaires, 24th ed., SireyUniversité, pp. 694
- G. Decocq, Droit commercial, 8th ed., Dalloz, pp. 479, €33
- Dalloz website (www.dalloz.fr) : Répertoire de droit commercial. Access: Documentation/Fiches d'orientation or Encyclopédie/ Répertoire de droit commercial or Codes

Corporate Finance

ECTS : 6

Langue du cours : Français

Volume horaire : 54

Description du contenu de l'enseignement :

The purpose of the course is to introduce students to financial decision-making that should constitute the general background of any manager. 1) Financial statement analysis and financial diagnosis2) Valuation in finance (Time Value of Money), sources and uses of funds, MPT and CAPM, value and value creation, financial decision making (investment);3) Financial Markets, Options and Risk Management

Compétences à acquérir :

The objectife of the course is to introduce undergraduates to tools and basic techniques of financial decisions. With this perspective in mind, the course is the answer to two major concerns. First, it is the basis of the professional specialization the students need to undertake a master in Finance. This course aims at supplying the sutdents with basic financial knowledge so theat they can effectively assimilate the various classes necessary for a master specialization. Secondly, this course ensures that the undergraduate who choose another specialization will have a vision of all financial techniques and will make the most of the only finance class in their curricula.

Coefficient : 1.00

Corporate Tax Law

ECTS : 3

Langue du cours : Français

Volume horaire : 27

Description du contenu de l'enseignement :

This unit provides the students with the basics of taxation and particularly French tax law for both companies and individuals.

Compétences à acquérir :

By the end of this module, students will have demonstrated the ability:**Knowledge**1. To explain the main challenges and concepts of taxation.2. To describe and synthesize the key rules of French tax law for both companies and inviduals.3. To apply those rules to solve concrete cases.**Skills**4. To identify tax issues in complexe cases.5. To understand and critically engage on complexe tax debates and evolutions.6. To prepare and deliver presentations and communicate on complexe tax topics.**Values and Attitudes** 7. To link tax with other areas, particularly accounting, economics and politics.8. To collaborate to produce teamworks on tax topics.

Coefficient : 0.75

Economic Aspects of Globalization

ECTS : 3

Langue du cours : Français

Volume horaire : 27

Description du contenu de l'enseignement :

The course aims at providing an exploration of the fundamental economic theories which describe/explain the phenomenon of globalization and its consequences.

Compétences à acquérir :

By the end of this module, students will have demonstrated:**Knowledge**1. An ability to define the concept of globalization, and to describe its different characteristics.2. An ability to describe the different stages of globalization and its economic implications, issues and challenges.3. An ability to understand the different classic/neoclassic economic theories (such as Ricardo, HOS etc.) related to globalization and to determine to what extent these theories could shed a light on this phenomenon.4. An ability to understand the different modern theory of globalization which focus on other key aspect (such as innovation, economy of scales, differentiation of goods, FDIs).5. An ability to analyse the economic consequences of free trades versus protectionism.**Skills**6. An ability to resolve mathematically and/or graphically exercises related to the different theories presented in class.7. An ability to determine the link (and their limits) between theories studied in class and the different aspect of globalisation.8. An ability to determine mathematically and graphically (1) a partial equilibrium (2) surpluses (or change in surpluses) of each economic agents and (3) deadweight-losses and how they evolve in situation of autarky and in situation of free trade. 9. An ability to use and adapt economic concepts studied in class on new topics, situations, contexts.10. An ability to follow the evolution of the financial markets throughout the semester and to be able to link these markets movements to macroeconomics concepts. **Values and Attitudes** 11. An ability to take responsibility for their studies in and outside of class and to be proactive and take initiative for further individual development.12. An ability to work effectively, and appropriately with others in class. .

Mode de contrôle des connaissances :

50% Final Exam + 50% Continuous Assesment.

Coefficient : 0.75

Bibliographie, lectures recommandées :

- **Bernard Guillochon, Annie Kawecki, Baptiste Venet et Frédéric Peltrault (2016), Économie internationale , 8ème édition, Dunod**
- **Mouhoub El Mouhoud (2017), Mondialisation et délocalisation des entreprises, 5ème édition, Coll. Repères, La Découverte**
- **Krugman, P., M.Obstfeld et M. Melitz (2015), International Econmics, 11th edition, Pearson.**

Human Resources Management

ECTS : 4

Langue du cours : Français

Volume horaire : 27

Description du contenu de l'enseignement :

The module aims to provide students with a comprehensive introduction to the key aspects of human resources management. By completing the module, students will understand the development of HRM over time in modern organisation, what has changed over time and what core elements in recruiting, retaining and rewarding staff have remained universal. Students will learn relevant theory regarding the operational aspects of HRM as well as the role of a strategic elements in creating a successful HRM to leverage full employee engagement, which in turn can increase productivity, profits and employee satisfaction. Students will reference a key textbook throughout, also make use of key case studies, using the current press to learn about the dynamic topic of HRM, both nationally and internantionally. The module offers students a grounding in the key drivers to successful organisations, thorugh the correct management of the people working within them.

Compétences à acquérir :

By the end of this module, students will have be able to:**Knowledge**1. Demonstrate a thorough understanding of the key functions of HRM and critically evaluate the implications of HRM for an organiation's success2. Identify key contemporary HRM challenges and critically evaluate potential HRM solutions3. Understand the merits of a strategic approach to HRM and talent management and demonstrate their impact on an organisation. **Skills**5. Critically analyse relevant theory and apply to real HRM case studiess to solve complex problems.6. Create arguments to substantiate your debates on HRM practice in different world regions.7. Reflect on HRM's changes over time and undertake independent research in an audio-visual form to present to the group for knowledge share on a current HRM issue.**Values and Attitudes** 8. Engaging with your studies in and outside of the classroom, and taking responsibility for your learnng and development by a proactive approach. 9**.** Developing a professional approach to your learning, working effectively with your classmates in any group work and demonstrating respect for others opinions.

Mode de contrôle des connaissances :

Grading Criteria

Research (case studies classes)	30%
Case studies classes participation (Debate)	10%
Final Exam	60%

Coefficient : 1.00

Bibliographie, lectures recommandées :

Main reading:

- **Armstrong, M. and Taylor, S., 2023**. *Armstrong's handbook of human resource management practice: A guide to the theory and practice of people management*. Kogan Page Publishers.

Introduction to Business Sustainability Management

ECTS : 2

Langue du cours : Français

Volume horaire : 18

Description du contenu de l'enseignement :

1. Understanding the complexity of climate and climate issues. Climate Fresk.

2. Sustainability: the foundations. Key concepts, definitions, milestones

3. Purpose-driven business: redefining value creation

4. Marketing as a force for good. Finance as a force for good

5. Tools for measuring & managing impact. Key reporting framewors

6. Circularity. Rethinking resources use

7. Group presentationa of case studies

Compétences à acquérir :

Humanity is facing a triple planetary crisis—climate change, biodiversity loss, and pollution—that is reshaping economies,

societies, and the way organisations operate. In this context, the unit introduces students to the fundamental concepts of sustainability management in a business environment, helping them understand how these global pressures affect companies, financial institutions, governments, and civil society.

Students will develop the ability to identify and interpret the social, environmental, and economic challenges that influence decision-making at all levels. They will also learn the key tools used to measure, analyse, and manage the impacts of this crisis within organisations. Ultimately, the unit aims to inspire students to cultivate a “sustainability mindset” and to act as agents of positive change throughout their careers, using the objectives of the Paris Agreement as a guiding framework.

Pré-requis obligatoires

Read the IPCC's "Summary for Policymakers" "https://www.ipcc.ch/report/ar6/syr/summary-for-policymakers/

Pré-requis recommandés

Basic understanding of the mechanisms of climate change, biodiversity loss and pollution

A keen interest in sustainability issues

Mode de contrôle des connaissances :

Participation: 10%. Group presentation of Case studies: 30%. Final MCQ: 60%

Coefficient : 0.50

Bibliographie, lectures recommandées :

IPCC's "Summary for Policymakers" "https://www.ipcc.ch/report/ar6/syr/summary-for-policymakers/

Figueres, C & Rivett-Carnac T. “The Future we Choose.” Manilla Press, 2020

Gates, B. “How to avoid a Climate Disaster. The solutions we have and the breakthroughs we need.” Penguin Random House, 2021

Goodall, C. “What we Need to Do Now for a Zero Carbon Future.” Profile Books, 2020

Molthan-Hill, P. “The Business Student’s Guide to Sustainable Management.”, Second edition. Greenleaf Publishing, 2017.

Polman, P. & Winston, A. “net positive. How courageous companies thrive by giving more than they take.” Harvard Business Review Press, 2021

Robinson, M. “Climate Justice.” Bloomsbury Publishing, 2018.

Thunberg, G. “The Climate Book.” Penguin Books, 2022

Soft Skills and Employability

ECTS : 3

Langue du cours : Français

Volume horaire : 12

Description du contenu de l'enseignement :

Soft Skills and Employability (equivalent of the Pre-professionalisation Module in Paris) aims at supporting student’s reflections about their studies and professional projects in connection with their personal life while growing as individuals, learning how to interact with others and collaborate.

During the third year, this Module aims at supporting the next active step towards entering the professional life. It gives practical tools so that students can feel confident to move forward. Its main general objective is to help each student start the process of finding his/her place in the working society and envisioning him/herself working happily and contributing to the world.

The Module focuses on perfecting key job search tools such as CVs, cover letters, and LinkedIn profiles, while also guiding students through the process of building a personalized and actionable career plan.

Students are encouraged to reflect on their strengths and career motivations using the Strong Inventory assessment, with individual feedback and optional one-to-one discussions.

Experiential learning is at the heart of the module, including mock interviews with professionals and peers, and opportunities to engage with alumni and industry experts.

To successfully complete the module, students must attend at least four mandatory workshops, ensuring they engage meaningfully with the most critical employability elements.

Compétences à acquérir :

By the end of this module, students will have improved in the following areas:
Knowledge
By the end of this module, students will have demonstrated:
1. detailed knowledge of the challenges and opportunities of today's work environment in the post-Covid19 context
2. complex knowledge of how Human Resources look at personal profiles online
3. in-depth knowledge of what makes a good CV

Skills
By the end of this module, students will be able to:
4. Reflect on the past years and to design career goals for the coming year(s)
5. Stand out from the crowd in a digital word and select information they display online
6. Recognise key soft skills for an international career
7. Write applications for jobs
8. Identify their qualities/abilities/values/failings and illustrate them

Values and Attitudes
By the end of this module, students will have demonstrated a commitment to:
9. Respect each other and oneself
10. Openness to others' values/thoughts without judgement or criticism
11. Being courageous to speak openly and truly about oneself without pretending
12. Expressing one's unique personality and opinions even if others think differently

Mode de contrôle des connaissances :

Module validation if the student has participated in 6 hours of workshops.

Option semestre 6 (1 UE à choisir)

2nd Language and Culture

ECTS : 3

Langue du cours : Français

Volume horaire : 24

Coefficient : 0.75

Financial Mathematics

ECTS : 3

Langue du cours : Français

Volume horaire : 24

Description du contenu de l'enseignement :

This course is designed as a first introduction to the mathematics used in finance. Starting from basic concepts such as interest rates, compounding, discounting, time value of money, NPV, the various lectures will expose the students to a whole range of financial instruments and their pricing, including annuity, loans with an added special focus on the fixed income world from a "markets practitioner's perspective" towards the end of the course. By which time, the aim will be for them to be familiar with the pricing and risk management of bonds, forward rates agreements and other simple derivatives.

Compétences à acquérir :

By the end of this module, students will have demonstrated:**Knowledge**1. Understanding of the "time value of money" concept2. Understanding of the concept of interest rates compounding3. Knowledge of the different types of loans4. Ease with use of NPV for project finance applications5. Basic knowledge of bonds market/risk management tools**Skills**6. Ability to calculate equivalent interest rates7. Ability to perform calculations on loans.8. Relative ease with bonds math**Values and Attitudes** 8. Rigor in mathematical reasoning9. Willingness to understand the implications of the concepts at play

Coefficient : 0.75

Bibliographie, lectures recommandées :

- Devolder, Fox et Vaguener, Mathématiques financières, 2e édition, Pearson Education
- Schaum's Outline of Mathematics of Finance, Second Edition

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