

# Postgraduate Diploma International Human Resource and Diversity Management



## Postgraduate Diploma International Human Resource and Diversity Management

- » Modality: online
- » Duration: 6 months
- » Certificate: TECH Technological University
- » Dedication: 16h/week
- » Schedule: at your own pace
- » Exams: online
- » Target Group: graduates and professionals with demonstrable experience in the sector

Website: [www.techtute.com/us/school-of-business/postgraduate-diploma/postgraduate-diploma-international-human-resource-diversity-management](http://www.techtute.com/us/school-of-business/postgraduate-diploma/postgraduate-diploma-international-human-resource-diversity-management)

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# 01 Welcome

The internationalization of enterprises has led to an exponential growth of companies and, above all, to work in multicultural teams with professionals from different countries. In this sense, human capital management must be put into practice taking into account the particularities of each region: regulations, payment currencies, labor reforms, etc. This undoubtedly requires highly qualified professionals, which is why this program will be an interesting improvement in their training, providing them with the necessary tools to develop their work successfully. In this way, upon completion, Human Resources managers will be able to select, coordinate and motivate work teams that will lead their companies to the highest standards of quality and reputation.



Postgraduate Diploma in International Human Resource and Diversity Management.  
TECH Technological University



“

*The figure of the upright, inflexible and authoritarian manager has become obsolete. A new profile has emerged, one that much more in line with new trends and stands out for being technologically savvy, practising active listening and being self-critical of their work”*

02

# Why Study at TECH?

TECH is the world's largest 100% online business school. It is an elite business school, with a model based on the highest academic standards. A world-class center for intensive managerial skills education.



“

*TECH is a university at the forefront of technology, and puts all its resources at the student's disposal to help them achieve entrepreneurial success"*

## At TECH Technological University



### Innovation

The university offers an online learning model that balances the latest educational technology with the most rigorous teaching methods. A unique method with the highest international recognition that will provide students with the keys to develop in a rapidly-evolving world, where innovation must be every entrepreneur's focus.

"*Microsoft Europe Success Story*", for integrating the innovative, interactive multi-video system.



### The Highest Standards

Admissions criteria at TECH are not economic. Students don't need to make a large investment to study at this university. However, in order to obtain a qualification from TECH, the student's intelligence and ability will be tested to their limits. The institution's academic standards are exceptionally high...

**95%** | of TECH students successfully complete their studies



### Networking

Professionals from countries all over the world attend TECH, allowing students to establish a large network of contacts that may prove useful to them in the future.

**+100000**

executives prepared each year

**+200**

different nationalities



### Empowerment

Students will grow hand in hand with the best companies and highly regarded and influential professionals. TECH has developed strategic partnerships and a valuable network of contacts with major economic players in 7 continents.

**+500**

collaborative agreements with leading companies



### Talent

This program is a unique initiative to allow students to showcase their talent in the business world. An opportunity that will allow them to voice their concerns and share their business vision.

After completing this program, TECH helps students show the world their talent.



### Multicultural Context

While studying at TECH, students will enjoy a unique experience. Study in a multicultural context. In a program with a global vision, through which students can learn about the operating methods in different parts of the world, and gather the latest information that best adapts to their business idea.

TECH students represent more than 200 different nationalities.



TECH strives for excellence and, to this end, boasts a series of characteristics that make this university unique:



### Analysis

---

TECH explores the student's critical side, their ability to question things, their problem-solving skills, as well as their interpersonal skills.



### Academic Excellence

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TECH offers students the best online learning methodology. The university combines the *Relearning* methodology (the most internationally recognized postgraduate learning methodology) with Harvard Business School case studies. A complex balance of traditional and state-of-the-art methods, within the most demanding academic framework.



### Economy of Scale

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TECH is the world's largest online university. It currently boasts a portfolio of more than 10,000 university postgraduate programs. And in today's new economy, **volume + technology = a groundbreaking price**. This way, TECH ensures that studying is not as expensive for students as it would be at another university.



### Learn with the best

---

In the classroom, TECH's teaching staff discuss how they have achieved success in their companies, working in a real, lively, and dynamic context. Teachers who are fully committed to offering a quality specialization that will allow students to advance in their career and stand out in the business world.

Teachers representing 20 different nationalities.



*At TECH, you will have access to the most rigorous and up-to-date case analyses in academia"*

03

# Why Our Program?

Studying this TECH program means increasing the chances of achieving professional success in senior business management.

It is a challenge that demands effort and dedication, but it opens the door to a promising future. Students will learn from the best teaching staff and with the most flexible and innovative educational methodology.



“

*We have highly qualified teachers and the most complete syllabus on the market, which allows us to offer you education of the highest academic level”*

This program will provide you with a multitude of professional and personal advantages, among which we highlight the following:

**01**

### A Strong Boost to Your Career

By studying at TECH, students will be able to take control of their future and develop their full potential. By completing this program, students will acquire the skills required to make a positive change in their career in a short period of time.

*70% of students achieve positive career development in less than 2 years.*

**02**

### Develop a strategic and global vision of the company

TECH offers an in-depth overview of general management to understand how each decision affects each of the company's different functional fields.

*Our global vision of companies will improve your strategic vision.*

**03**

### Consolidate the student's senior management skills

Studying at TECH means opening the doors to a wide range of professional opportunities for students to position themselves as senior executives, with a broad vision of the international environment.

*You will work on more than 100 real senior management cases.*

**04**

### You will take on new responsibilities

The program will cover the latest trends, advances and strategies, so that students can carry out their professional work in a changing environment.

*45% of graduates are promoted internally.*

05

### Access to a powerful network of contacts

TECH connects its students to maximize opportunities. Students with the same concerns and desire to grow. Therefore, partnerships, customers or suppliers can be shared.

*You will find a network of contacts that will be instrumental for professional development.*

06

### Thoroughly develop business projects

Students will acquire a deep strategic vision that will help them develop their own project, taking into account the different fields in companies.

*20% of our students develop their own business idea.*

07

### Improve soft skills and management skills

TECH helps students apply and develop the knowledge they have acquired, while improving their interpersonal skills in order to become leaders who make a difference.

*Improve your communication and leadership skills and enhance your career.*

08

### You will be part of an exclusive community

Students will be part of a community of elite executives, large companies, renowned institutions, and qualified teachers from the most prestigious universities in the world: the TECH Technological University community.

*We give you the opportunity to study with a team of world-renowned teachers.*

# 04 Objectives

This program is designed to strengthen management and leadership skills, in addition to developing new competencies and skills that will be essential in their professional development. After the program the professional will be able to make global decisions with an innovative perspective and an international vision.



“

*One of our fundamental objectives is to help you develop the essential skills for the strategic management of people at an international level”*

TECH makes the goals of their students their own goals too.  
Working together to achieve them.

The Postgraduate Diploma in International Human Resource and Diversity Management will enable students to:

01

Enhance management development at a personal and team level in order to grow as leaders in their area of competence

02

Identify cultural, work and strategic differences in multicultural teams

03

Develop cutting-edge methodologies and techniques in people management and talent development within the organization through a strategic and innovative vision





04

Practice appropriate internal communication techniques to maintain cohesion and correctly transmit strategic objectives

05

Implement effective negotiation techniques to resolve conflicts and reach agreements

06

Review international labor law and tax policies in other countries

05

# Structure and Content

The Postgraduate Diploma in International Human Resource and Diversity Management is a tailor-made program that is taught in a 100% online format so that you can choose the time and place that best suits your availability, schedule and interests. A program that takes place over 6 months and is intended to be a unique and stimulating experience that lays the foundations for success in Human Resource Management in multicultural environments.



“

*A comprehensive syllabus that will provide you with the keys to lead multicultural teams”*

## Syllabus

The Postgraduate Diploma in International Human Resource and Diversity Management of TECH Technological University is an intensive program that will prepare students to face challenges and business decisions in the field of Human Resources.

The content of the Postgraduate Diploma in International Human Resource and Diversity Management is designed to promote the development of managerial skills that allow decision-making with greater rigor in uncertain environments.

Over the course of 375 hours, the student analyzes a plethora of practical cases through individual work. It is, therefore, an authentic immersion in real business situations.

This Postgraduate Diploma deals in depth with all aspects of Human Resources management which must be taken into account in the company and is designed for managers to understand the management of people from a strategic, international and innovative perspective.

A plan designed for the student, focused on professional improvement and that prepares them to achieve excellence in the field of Human Resources Management at an international level. A program that understands your needs and those of your company, through innovative content based on the latest trends and, supported by the best educational methodology and an exceptional faculty, which will give you the skills to solve critical situations in a creative and efficient way.

This Postgraduate Diploma takes place over 6 months and is divided into three modules:

### Module 1.

Organizational Behavior

### Module 2.

International Human Resource and Diversity Management

### Module 3.

Ethics and Corporate Social Responsibility



### Where, When and How is it Taught?

TECH offers you the opportunity to study this Postgraduate Diploma completely online. During the 6 months that the specialization program lasts, the student will be able to access all the contents of this program at any time, which will allow them to manage their own study time.

*A unique, key, and decisive educational experience to boost your professional development and make the definitive leap.*

**Module 1. Organizational Behavior**

**1.1. Organizational Behavior**

- 1.1.1. Organizations
- 1.1.2. Organizational Theory
- 1.1.3. Organizations, People and Society
- 1.1.4. Historical Evolution of Organizational Behavior

**1.2. Organizational Culture**

- 1.2.1. Values and Organizational Culture
- 1.2.2. Key Elements of Change in Organizations
- 1.2.3. Evolution of Scientific Thought and the Organization as a System
- 1.2.4. Culture and Transformation

**1.3. Organization Management**

- 1.3.1. Levels and Managerial Qualities
- 1.3.2. The Function of Planning and Organization
- 1.3.3. The Function of Management and Control
- 1.3.4. The New Role of the Human Resources

**1.4. Knowledge Management**

- 1.4.1. Collective Intelligence vs. Knowledge Management
- 1.4.2. Perspectives and Tools for Knowledge Management
- 1.4.3. Collaborative Environments and Learning Communities

**1.5. People in Organizations**

- 1.5.1. Quality of Work Life and Psychological Well-Being
- 1.5.2. Work Teams and Meeting Management
- 1.5.3. Coaching and Team Management

**1.6. Organizational Structure**

- 1.6.1. Main Coordination Mechanisms
- 1.6.2. Departments and Organization Charts
- 1.6.3. Authority and Responsibility
- 1.6.4. Empowerment

**1.7. Organizational Design**

- 1.7.1. The Environment
- 1.7.2. The Strategy
- 1.7.3. Technology
- 1.7.4. Human Resources

**1.8. Power and Politics**

- 1.8.1. Power within Organizations
- 1.8.2. Structural Power Sources
- 1.8.3. Political Tactics

**Module 2. International Human Resource and Diversity Management**

**2.1. Talent Management in International Companies**

- 2.1.1. Global Vision of Talent Management
- 2.1.2. Talent Map of an Organization
- 2.1.3. Cultural Trends and Internationalization
- 2.1.4. Internationalization of Talent Management

**2.2. International Career Management**

- 2.2.1. International Professional Profile
- 2.2.2. Global Mobility
- 2.2.3. Expatriate Management

**2.3. Diversity Management**

- 2.3.1. Working with Diversity
- 2.3.2. Diversity, CSR and Coaching
- 2.3.3. Managing Equality and Diversity
- 2.3.4. Managing Multicultural Teams

**2.4. New Industrial Relations Framework**

- 2.4.1. Industrial Reform
- 2.4.2. Negotiation of the Collective Bargaining Agreement
- 2.4.3. Strategic Relations With the Syndicates
- 2.4.4. Industrial Relations and Business Restructures

**2.5. HR Marketing: An International Vision**

- 2.5.1. Employer Branding
- 2.5.2. HR Customer Experience

**2.6. Multinationals and Human Rights**

- 2.6.1. Globalization, Human Rights and Multinational Companies
- 2.6.2. Multinational Companies and International Law
- 2.6.3. Specific Legal Instruments

**2.7. Expatriate Management**

- 2.7.1. Managing the Expatriation Process
- 2.7.2. Repatriation
- 2.7.3. Individual Skills for Success in International Destinations

**2.8. Expatriate Compensation**

- 2.8.1. Economic Compensation
- 2.8.2. Place and Currency of Payment
- 2.8.3. Tax Policies

**Module 3. Ethics and Corporate Social Responsibility**

**3.1. The Managerial Role and CSR**

- 3.1.1. Strategic Vision and Corporate Social Responsibility
- 3.1.2. Systems and Models for Implementing CSR
- 3.1.3. Organization of CSR Roles and Responsibilities

**3.2. Corporate Responsibility**

- 3.2.1. Value Creation in an Economy of Intangibles
- 3.2.2. CSR: Corporate Commitment
- 3.2.3. Social, Environmental, and Economic Impact

**3.3. Responsible Finance and Investment**

- 3.3.1. Sustainability and Responsibility of the Financial Manager
- 3.3.2. Transparency in Information
- 3.3.3. Responsible Financing and Investment
- 3.3.4. Social Economy, Cooperativity and Corporate Social Responsibility

**3.4. Business and Environment**

- 3.4.1. Sustainable Development
- 3.4.2. Legislative Development in Environmental Responsibility
- 3.4.3. Response of Companies to Environmental Problems
- 3.4.4. Waste and Emissions

**3.5. Responsible Management Systems and Tools**

- 3.5.1. Social Responsibility Management Systems
- 3.5.2. Quality Management Systems, the Environment and Occupational Health and Safety
- 3.5.3. Audits

**3.6. Business ethics**

- 3.6.1. Ethical Behavior in Companies
- 3.6.2. Deontology and Ethical Codes
- 3.6.3. Fraud and Conflicts of Interest



*Apply coaching techniques to motivate your teams and achieve higher performance in their work”*

# 06

# Methodology

This academic program offers students a different way of learning. Our methodology uses a cyclical learning approach: **Relearning**.

This teaching system is used, for example, in the most prestigious medical schools in the world, and major publications such as the **New England Journal of Medicine** have considered it to be one of the most effective.





“

*Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization"*

## TECH Business School uses the Case Study to contextualize all content

Our program offers a revolutionary approach to developing skills and knowledge. Our goal is to strengthen skills in a changing, competitive, and highly demanding environment.

“*At TECH, you will experience a learning methodology that is shaking the foundations of traditional universities around the world*”



*This program prepares you to face business challenges in uncertain environments and achieve business success.*



*Our program prepares you to face new challenges in uncertain environments and achieve success in your career.*

## A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch to present executives with challenges and business decisions at the highest level, whether at the national or international level. This methodology promotes personal and professional growth, representing a significant step towards success. The case method, a technique that lays the foundation for this content, ensures that the most current economic, social and business reality is taken into account.

“

*You will learn, through collaborative activities and real cases, how to solve complex situations in real business environments”*

The case method has been the most widely used learning system among the world's leading business schools for as long as they have existed. The case method was developed in 1912 so that law students would not only learn the law based on theoretical content. It consisted of presenting students with real-life, complex situations for them to make informed decisions and value judgments on how to resolve them. In 1924, Harvard adopted it as a standard teaching method.

What should a professional do in a given situation? This is the question we face in the case method, an action-oriented learning method. Throughout the program, the studies will be presented with multiple real cases. They must integrate all their knowledge, research, argue and defend their ideas and decisions.

## Relearning Methodology

TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines different teaching elements in each lesson.

We enhance the Case Study with the best 100% online teaching method: Relearning.

*Our online system will allow you to organize your time and learning pace, adapting it to your schedule. You will be able to access the contents from any device with an internet connection.*

At TECH you will learn using a cutting-edge methodology designed to train the executives of the future. This method, at the forefront of international teaching, is called Relearning.

Our online business school is the only one in the world licensed to incorporate this successful method. In 2019, we managed to improve our students' overall satisfaction levels (teaching quality, quality of materials, course structure, objectives...) based on the best online university indicators.



In our program, learning is not a linear process, but rather a spiral (learn, unlearn, forget, and re-learn). Therefore, we combine each of these elements concentrically.

With this methodology we have trained more than 650,000 university graduates with unprecedented success in fields as diverse as biochemistry, genetics, surgery, international law, management skills, sports science, philosophy, law, engineering, journalism, history, markets, and financial instruments. All this in a highly demanding environment, where the students have a strong socio-economic profile and an average age of 43.5 years.

*Relearning will allow you to learn with less effort and better performance, involving you more in your specialization, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation to success.*

From the latest scientific evidence in the field of neuroscience, not only do we know how to organize information, ideas, images and memories, but we know that the place and context where we have learned something is fundamental for us to be able to remember it and store it in the hippocampus, to retain it in our long-term memory.

In this way, and in what is called neurocognitive context-dependent e-learning, the different elements in our program are connected to the context where the individual carries out their professional activity.



This program offers the best educational material, prepared with professionals in mind:



### Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

These contents are then applied to the audiovisual format, to create the TECH online working method. All this, with the latest techniques that offer high quality pieces in each and every one of the materials that are made available to the student.



### Classes

There is scientific evidence suggesting that observing third-party experts can be useful.

Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions.



### Management Skills Exercises

They will carry out activities to develop specific executive competencies in each thematic area. Practices and dynamics to acquire and develop the skills and abilities that a high-level manager needs to develop in the context of the globalization we live in.



### Additional Reading

Recent articles, consensus documents and international guidelines, among others. In TECH's virtual library, students will have access to everything they need to complete their course.





### Case Studies

Students will complete a selection of the best case studies chosen specifically for this program. Cases that are presented, analyzed, and supervised by the best senior management specialists in the world.



### Interactive Summaries

The TECH team presents the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.

This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".



### Testing & Retesting

We periodically evaluate and re-evaluate students' knowledge throughout the program, through assessment and self-assessment activities and exercises, so that they can see how they are achieving their goals.



07

# Our Students' Profiles

The Postgraduate Diploma in International Human Resource and Diversity Management is a program aimed at professionals related to Human Resources and related sectors who want to update their knowledge, discover new ways of managing people at a multicultural level and advance in their professional careers.





“

*If you have experience in people management and are looking for an interesting career enhancement while continuing to work, this is the program for you”*

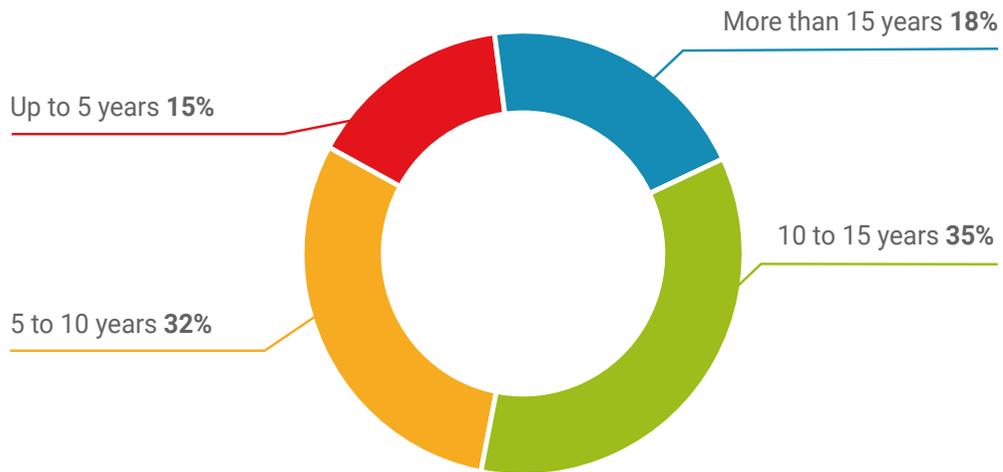
### Average Age

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Between **35** and **45** years old

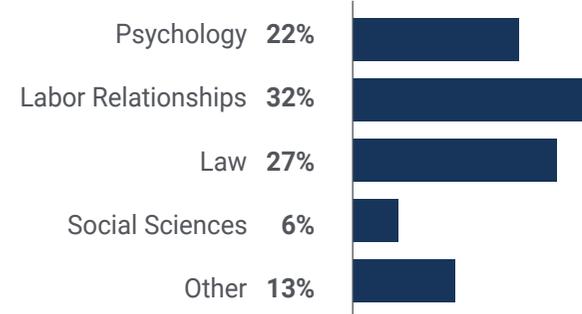
### Years of Experience

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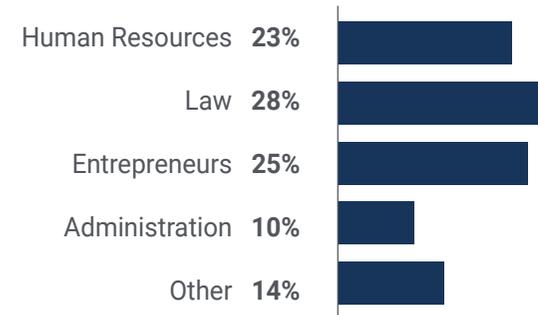
### Training

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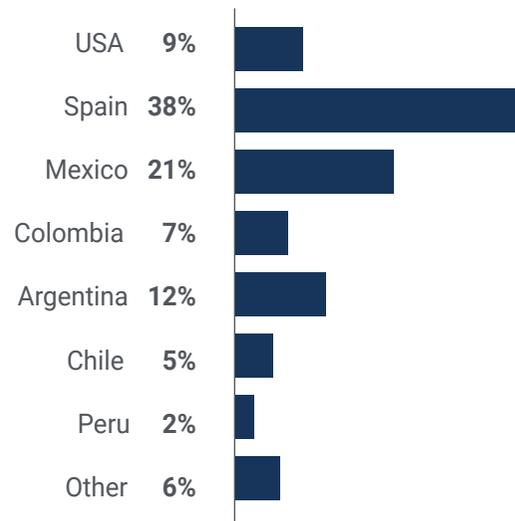
### Educational Profile

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## Geographical Distribution

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## Luis Sánchez Ortiz

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HR Resources Manager

*"Human Resources management in a company is not easy, especially in international companies with multicultural employees. That is why I found in this program a perfect opportunity to improve my qualification and get into an area that is fundamental for my work. I would definitely recommend this program to anyone who, like me, is involved in Human Resource Management"*

08

# Impact on Your Career

TECH is aware that taking a program of these characteristics is a great economic, professional and of course, personal investment. The ultimate goal of this great effort should be to achieve professional growth.



“

*A program with a high educational level with which you will be able to advance comfortably in your career”*

### Are you ready to take the leap? Excellent professional development awaits you.

TECH's Postgraduate Diploma in International Human Resource and Diversity Management is an intensive program that prepares students to face challenges and important decisions related to the organization's work teams. Therefore, thanks to this program, they will be prepared to work in multicultural environments.

If you want to improve yourself, achieve a positive change at a professional level and interact with the best, TECH is the place for you.

*Your increased specialization will allow you to access higher paying positions.*

*Manage multicultural teams that lead your organization to success.*

#### Time of Change



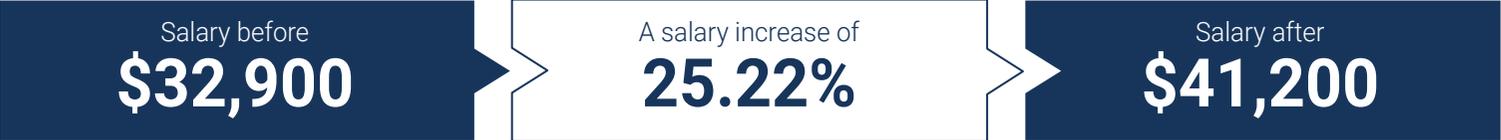
#### Type of change



### Salary increase

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This program represents a salary increase of more than **25.22%** for our students



09

# Benefits for Your Company

The Postgraduate Diploma in International Human Resource and Diversity Management will help raise the organization's talent to its maximum potential by creating high-level leaders. Therefore, participating in this academic program will not only improve you on a personal level, but, above all, on a professional level, increasing your training and improving your managerial skills. Additionally, joining TECH's educational community is a unique opportunity to access a powerful network of contacts in which to find future professional partners, clients, or suppliers.





“

*You will obtain a more complete and global vision of the company that will allow you to contribute new ideas”*

Developing and retaining talent in companies is the best long-term investment.

01

### **Growth of talent and intellectual capital**

The professional will introduce the company to new concepts, strategies, and perspectives that can bring about significant changes in the organization.

---

02

### **Retaining high-potential executives to avoid talent drain**

This program strengthens the link between the company and the professional and opens new avenues for professional growth within the company.

03

### **Building agents of change**

You will be able to make decisions in times of uncertainty and crisis, helping the organization overcome obstacles.

---

04

### **Increased international expansion possibilities**

Thanks to this program, the company will come into contact with the main markets in the world economy.



05

### **Project Development**

The professional can work on a real project or develop new projects in the field of R & D or business development of your company.

---

06

### **Increased competitiveness**

This program will equip students with the skills to take on new challenges and drive the organization forward.

# 10 Certificate

The Postgraduate Diploma in International Human Resource and Diversity Management guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Diploma issued by TECH Technological University.



“

*Successfully complete this program and receive your university qualification without having to travel or fill out laborious paperwork”*

This **Postgraduate Diploma in International Human Resource and Diversity Management** contains the most complete and up-to-date program on the market.

After the student has passed the assessments, they will receive their corresponding **Postgraduate Diploma**, issued by **TECH Technological University** via tracked delivery\*.

The diploma issued by **TECH Technological University** will reflect the qualification obtained in the Postgraduate Diploma, and meets the requirements commonly demanded by labor exchanges, competitive examinations, and professional career evaluation committees.

Title: **Postgraduate Diploma in International Human Resource and Diversity Management**

Official N° of Hours: **375 h.**



\*Apostille Convention. In the event that the student wishes to have their paper diploma issued with an apostille, TECH EDUCATION will make the necessary arrangements to obtain it, at an additional cost.



## Postgraduate Diploma International Human Resource and Diversity Management

- » Modality: **online**
- » Duration: **6 months**
- » Certificate: **TECH Technological University**
- » Dedication: **16h/week**
- » Schedule: **at your own pace**
- » Exams: **online**

# Postgraduate Diploma International Human Resource and Diversity Management

TEAM