



Academic MasterCourse

2024

# Human Resources and Global Mobility



[www.eur-fta.nl](http://www.eur-fta.nl)

Erasmus Universiteit Rotterdam – Financial Tax Academy

The Institute for Taxation and Economics  
Fiscaal Economisch Instituut B.V.  
Erasmus University Rotterdam

# Introduction **MasterCourse**

**The Dutch Institute for Taxation and Economics (FEI BV) of the *Erasmus University***

***Rotterdam* offers the MasterCourse Human Resources and Global Mobility.**

**This academic MasterCourse has been established in collaboration with The Expatisse Academy. The MasterCourse will be given online. The language is English.**

## **Target groups**

Organisations are increasingly dependent on other countries for their economic growth and future and are seeing opportunities across the border to withstand the increased competition. Due to this globalisation of economic activity, cross-border labour mobility has increased as well: employees, experts and (top) management are increasingly active on an international level. This has also added an international dimension to the position of the HR manager, which no longer applies to just a national reference framework.

In this new habitat, the HR manager needs to take into account the legal, social, fiscal, financial and cultural frameworks of many more countries and worldwide developments that influence the composition and execution of labour conditions. This has resulted in the creation of a new and challenging expertise: HR Global Mobility (HR GM).

## **The importance of the HR GM position for the organisation**

The HR position has always been a condition for successful national entrepreneurship. However, as soon as the organisation has to deal with personnel operating internationally, this position becomes a critical factor for the success of company activities. If the HR GM position is not properly secured and employees cannot start work (on time) or are even forced to leave the country prematurely, work activities run the risk of stagnation (or even failure) and investments in the (high) costs that cross-border labour brings with it may be lost.

Furthermore, the organisation may have to deal with penalties, compensation, withdrawal of concessions and work permits, company shut-down,

reputation damage and resignation of talented employees. The importance of the HR GM position can therefore not be underestimated, even if the organisation has only a small number of internationally operating employees and limited accompanying work activities. The Covid-19 crisis in 2020 / 2021 has underlined the importance of the HR GM function even more.

## **Education at an academic level**

In recent years, HR GM has outgrown its mere operational and administrative role and is nowadays recognized as credible International HR Business Partner and essential contributor to the success of the organisation. In this new role, it is expected to advise the business in strategic matters and be an expert counterpart for both internal and external stakeholders. For that purpose, the HR GM professional needs to function at the same level as these stakeholders: at an academic level.

HR GM consists of such complex fields of knowledge that an academic education is necessary for the intrinsic understanding of those disciplines and the insight in coherence between those disciplines. Furthermore, not only the accompanying rules are continuously changing, but the context within and outside of the organisation is changing as well, which constantly creates new forms of deployment and types of rewards.

Education is required where knowledge and skills indispensable for this role are obtained. As of September 2015, the Institute for Taxation and Economics of the Erasmus University Rotterdam offers: the MasterCourse HR & Global Mobility.



# Study load of the **MasterCourse**

The MasterCourse consists of lectures every two weeks, in which the theory will be discussed from a multi-country, cross-disciplinary and holistic approach. Prior to the lectures self-studies will be provided consisting of e-learning tests, video lessons and memo training. They need to be completed prior to the lectures.

This teaching method offers an individual course where you prepare intensively in your own time and own pace and training in class that focuses on case studies and discussions with teachers and fellow students. Students obtain advanced knowledge on and insight into the domain of international HR in general and the Global Mobility Function in particular.

Preparatory in-depth study materials will be put at your disposal before the lectures.

The course will be completed with writing a paper that needs to be defended before an exam committee which consists of prominent experts on Human Resources and Global Mobility.

Attendance of the lectures is mandatory.

Additionally, the Expatise certification HR Global Mobility Advisor (Expatise certified HR GMA) will take place by the Expatise Academy Foundation, a non-profit interest organisation for Global Mobility and Reward Professionals and networking platform for international employers and employees, education institutes, government organisations and consultancy firms.

## **Examination & presentation of the certificates**

The MasterCourse will be completed with a paper that needs to be defended before an exam committee consisting of prominent experts from the domain.

Participants who successfully complete the course and the paper will receive a MasterCourse Certificate from the Institute for Taxation and Economics at the Erasmus University Rotterdam. When no paper has been completed and defended the participant will receive a Letter of Participation.

## **Study load**

20 erts (European Credit Transfer System).

1 erts is 28 hours of study.

## **What to achieve with this course**

With this MasterCourse, you will meet the qualifications for the new generation HR GM professional.

You will understand the coherence between the various disciplines of cross-border mobility and you will be capable of providing proactive advice. You will instruct service providers and follow and check up on their activities. You will understand how jurisdictions relate to each other in an international context and you will possess insight into legal compliance obligations and non-compliance consequences belonging to the various manifestations of international deployment.

You will be able to estimate the effect of changing circumstances and signal risks. You will be capable as expert counterpart to act proactively with respect to the correct considerations in the decision-making process regarding cases of international deployment. You will be able to make visible the costs and consequences and recommend alternatives. You will be capable of weighing the pros and cons in order to realise the objectives of the company. You will be able to reduce the costs while maintaining quality, realise savings and mitigate compliance risks.



Academic MasterCourse

# Human Resources and Global Mobility

7  
13  
20

Modules

Months

Online lectures  
every two weeks

+

Paper

Examination

=

**Certificate**

## Features of this MasterCourse

- Education at an academic level. The course will be taught by prominent experts from academia, multinational companies, government agencies and renowned consultancy firms.
- Meet qualifications for the new generation HR GM professional.
- Interactive: interactive sessions in which maximum commitment of lecturer and participant is demanded.
- Cross-disciplinary lectures, in which the theory will be discussed from a multi-country, cross-disciplinary and holistic approach.



# Human Resources and Global Mobility **Lecturers**

The course will be taught by prominent experts from academia, multinational companies, government agencies and renowned consultancy firms.

**Lecturers:**

Sheriff Aligbeh  
Lyke Apontoweil  
Alain Camonier  
Siobhan Cummins  
Bas Dieleman  
Suzanne van Hattum  
Michael Joyce  
Nihat Kurt

Michael Piker  
Jelle Romeijn  
Sanne van Ruitenbeek  
Ernst Steltenpohl  
Jet Stigter  
Bettina Tang  
Fons Trompenaars  
Angela Weinberger

**Program Advisor:**

Mr. I.E.R. Nitsche



**Academic Director:**

Prof. dr. P. Kavelaars



**Examination Coordinator:**

Dr. F.M. Werger



Sheriff Aligbeh



Lyke Apontoweil



Alain Camonier



Bas Dieleman



Suzanne van Hattum



Michael Joyce



Nihat Kurt



Michael Piker



Jelle Romeijn



Sanne van Ruitenbeek



Ernst Steltenpohl



Jet Stigter



Bettina Tang



Fons Trompenaars



Angela Weinberger

## The seven topics of the MasterCourse Human Resources and Global Mobility



# MasterCourse Program

## Preparatory e-learning program

Starts three months prior to the online sessions

Expatise preparatory e-learning program consists of seven modules based on the Expatise methodology: an integrated combination of just-in-time learning and just-in-case learning by means of video lessons, online tests and memo training, a personal repetition scheme that ensures storing new knowledge in the long term memory:

<b>Module 1</b>	Intercultural competencies
<b>Module 2</b>	The Global Mobility Profession
<b>Module 3</b>	General principles of international labour law
<b>Module 4</b>	General principles of global corporate immigration
<b>Module 5</b>	General principles of cross-border taxation
<b>Module 6</b>	General principles of international social security
<b>Module 7</b>	Setting up a business case

Participants will also have access to the Expatise online campus: a personal learning environment that comprises the Expatise Handbook for GM Professionals, topical libraries, discussion areas, access to the online courses of the Expatise Educate Yourself Portal and the Expatise live online community where GM professionals from around the world can exchange information and discuss challenges with peers.

## The online sessions

Every two weeks on Thursday No sessions during holidays

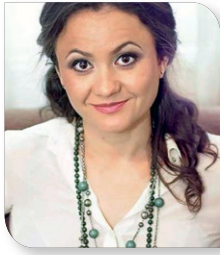
## Topics per online session

- Intercultural Communication
- The Future of Global Mobility
- Redesigning the HR GM Function
- Strategic HR Global Mobility
- Understanding and Applying Data Analytics
- Corporate Labour Migration Law
- International Labour Law
- International Income Tax
- Duty of Care
- International Social Security
- Compensation & Benefits
- Building the ROI Business case
- Branding the HR GM profession

## Finishing the MasterCourse

- Writing a paper
- Examination & presentation of paper





*'The HRGM MasterCourse represented an unique opportunity to acquire well-structured, academic-level knowledge. We had the privilege to witness and learn during an unique historical moment, deeply redefining the coordinates of International Mobility under the careful guidance from the prominent specialists and practitioners whose efforts lay the basis of this outstanding program.'*

Manuela Toma



*'It was great to attend an academic course in the global mobility area. The course was a wonderful experience! I gained new knowledge in many different areas within GM on an academic level and I met so many nice people with the same passion: Global Mobility.'*

Katja Preissendoerfer, Bearing Point



*'Attending this MasterCourse was a great experience. This program combines a high standard of academic education and practical insights. Since working in Global Mobility means to deal with the legislation of different countries.'*

Dagmar Wagner



*'The participation in this MasterCourse was great. Lecturers and participants have an amazing interaction. I gained a lot of knowledge and contacts in Global Mobility.'*

Dominic Suter



# Facts and Figures

## Price of the course

The fee of the MC Human Resources and Global Mobility online amounts to €6,250.- per person. No VAT is due.

Registration via the registration form on our website [www.feibv.nl](http://www.feibv.nl).

## Admission requirements

Erasmus University Rotterdam offers an academic level course. The minimum admission requirements have been determined at a completed prior higher vocational training, academic level and relevant work experience. If you do not possess the required knowledge and / or experience, you can first participate in the preparatory course HR Global Mobility offered by the Expatise Academy.

## Paper and exam

The course will be completed with a paper that needs to be defended. The exam committee consists of prominent experts on Human Resources and Global Mobility.

## Language

English

## When

### Preparatory e-learning:

3 months prior to online sessions

### Online sessions:

January to December 2024

### Paper and defence:

January, February 2025

## General information

### MasterCourse Human Resources and Global Mobility

#### Visiting address

Erasmus Universiteit Rotterdam  
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The general terms and conditions of FEI BV can be found on [www.feibv.nl](http://www.feibv.nl)

The course has been established in collaboration with Expatise Academy.

E-mail [learning@expatise.academy](mailto:learning@expatise.academy)



The **Institute for Taxation and Economics (FEI BV)** gives lectures and does research on taxation and economics in the Netherlands, as well as on the international and European tax law.

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