

**Name of the course** - “Human resource management”

**Department responsible for the course or equivalent** – Department of Management and Innovative Technologies

**Lecturer (name, academic title, e-mail)** – Korsakova Tatiana Vladimirovna, Doctor of Science, docent, takors@mail.ru

**Semester when the course unit is delivered** – 2-nd semester

**Teaching hours per week** – 2 hours per week

**Level of course unit** - Second cycle – Master level

**ECTS credits** - 6 credits

**Admission requirements** - Knowledge: theoretical concepts of strategic management, methods of detection and diagnosis of organizational systems management problems; basic concepts, methods and tools for quantitative and qualitative analysis of management processes.

Skills: to identify, classify and structure the management problems of the organization; to carry out analysis and evaluation of projects; collect, process, analyze and evaluate the relevant information to solve management problems; to be involved into independent acquisition of new knowledge and skills.

**Course objectives (aims)** - The aim is a detailed examination of all the managing processes concerning people - key resource of any organization. It is related to mastering the methods of analysis and design techniques affecting human capital development.

### **Course contents**

Module I. Nature and Purpose of Human Resource Management System

Topic 1: The objectives of HR Systems.

Topic 2: Functions of human resource management system.

Topic 3: Construction methods of the staff management system.

Module II. Connective Processes in the HR System

Topic 4: Mechanisms and composition of organizational parts interaction.

Topic 5: Linking process in the staff management system.

Topic 6. Supporting subsystems of human resource management .

**Learning outcomes** - *Knowledge*: basic approaches to the HR management in the organization; methods of analysis of human resource management processes and management situations; communication resources for group management; operation with social, ethnic, religious and cultural differences of people.

*Skills*: to comprehend critically and apply creatively specific methods of organizing various forms of group management; selection and implementation management decisions; to develop corporate regulations and standards, which describe the most effective methods and algorithms for solving professional problems; to use active forms of training people in organizations as a tool for change in organizational behavior models.

Planned learning activities and teaching methods- lectures with a variety of examples; presentations; case-study; formative assignments; practice.

## **Assessment methods and criteria**

### *Interview*

Criteria for evaluation:

- 3 points to the students demonstrating a thorough understanding of the problem comprehensively, consistently, correctly and logically presenting the theoretical material; correctly formulating the definition of 3 questions;
- 2 points to the students demonstrating considerable understanding of the problem, knowledge of the basic theoretical concepts; fairly consistently, correctly and logically presenting the material of 2 questions;
- 1 point to the students demonstrating a partial understanding of the problem, a general knowledge of the material being studied by 1 question;
- 0 points to the students not demonstrating the possession of the conceptual apparatus of the discipline; not answering a single question.

### *Case-tasks*

Criteria for evaluation:

- Evaluation of "passed" is given to the students if the decision is consistent formulated, if there is a deeper problem conceived, if he demonstrates an original approach (innovation, creativity); registered alternatives, if there is the possibility of the result use;
- Assessment of "not passed" " is given to the students if the decision does not meet the ideas of modern HRM, is not adequate to HR market; is not sound and doesn't predict difficulties; is not applicable in practice.

### *Essay*

- Assessment of "excellent" (10 points) is given to the student if he introduces a clear thesis or a clear statement of the position consistently settled into a well-organized essay; presents a balanced argument supported with information; raises important questions; analyzing and convincing conclusions; there are no conceptual errors.
- Assessment of "good" (8 points) is given to the students if he introduces basic requirements for the essay, but permit shortcomings. In particular there are inaccuracies in the presentation of the material; there is no logical sequence in the judgment.
- Evaluation of "satisfactory" (6 points) is given to the students if the essay's topic is disclosed not enough; specific position are not given; information is inaccurate, mechanical errors seriously impedes understanding.
- Evaluation of "unsatisfactory" (less than 6 points) is given to the students if the essay topic does not match, reveals a significant lack of understanding of the problem, arguments are scattered, inconsistent, many dubious or erroneous facts, the text is untidy and hard to read, a lot of grammatical and spelling errors.

### **Course literature (recommended or required)**

1. Armstrong M. A Handbook of Human Resource Management. Practice. Piter, 2012.

2. Edward E. Lawler and John W. Boudreau. *Effective Human Resource Management: A Global Analysis*. Stanford Business Books. An Imprint of Stanford University Press  
Stanford, California, 2012.
3. Ken N. Kamoche. *Understanding Human Resource Management*. Open University Press, 2001
4. *The Manager's Guide to HR: Hiring, Firing, Performance Evaluations, Documentation, Benefits, and Everything Else You Need to Know* By Max Muller, AMACOM, 2009.
5. Paul Sparrow; Chris Brewster; Hilary Harris Routledge. *Globalizing Human Resource Management*. 2004.

Plan of course description (annotation):

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Course objectives (aims)

Course contents

Learning outcomes

Planned learning activities and teaching methods (for ex., lectures with a variety of examples and practice)

Assessment methods and criteria

Course literature (recommended or required)