



Syllabus of the course
«HR Management»

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| Speciality | 051 Economics |
| Study Programme | Human resource management in business |
| Study cycle (Bachelor, Master, PhD) | Second (master) level |
| Course status | Basic |
| Language | English |
| Term | 1 year, 2 semester |
| ECTS credits | 5 |
| Workload | Lectures – 20 hours. Practical studies – 20 hours. Self-study – 110 hours. |
| Assessment system | Exam |
| Department | Social Economy Department, room 217 (main building), website: http://www.kafesn.hneu.edu.ua/ |
| Teaching staff | Stepanova Eka Raminivna, PhD Associate professor of Social Economy Department |
| Contacts | stepanovaekaraminivna@gmail.com |
| Course schedule | Lectures: according to the schedule Practical studies: according to the schedule |
| Consultations | At the Department of Social Economy, face-to-face, according to the consultation schedule, individual, chat in PNS |

The purpose of the educational discipline

Formation of a system of theoretical knowledge and applied skills and competences regarding the use of methodological apparatus and tools of social policy and mastering the skills of making optimal management decisions in the conditions of market relations.

Structural and logical scheme of the course

| Prerequisites | Postrequisites |
|-----------------------------------|--------------------------------------|
| Social economy | Human resources management |
| Strategic management | Organization and business management |
| Personnel accounting and analysis | Ethics of business and communication |
| | Comprehensive training |
| | Pre-diploma practice |
| | Consulting project |
| | Graduate work |

Course content

Content module 1. Managing the Internal and External Environment

Topic 1. Human Resource Management: Definitions and Main Functions

Topic 2. The Analysis and Design of Work

Topic 3. Human Resource Planning and Recruitment

Topic 4. Selection and Placement

Topic 5. Training and Development

Topic 6. Performance Management

Content module 2. Acquiring, Developing and Compensating Human Resources

Topic 7. Employee Relations

Topic 8. Employee Separation and Retention

Topic 9. Leadership



Topic 10. Career Management

Topic 11. Pay Structure Decisions and Individual Contributions

Topic 12. Employee benefits

Topic 13. Strategic Human Resource Management

Teaching environment (software)

Multimedia projector, S. Kuznets PNS, Corporate Zoom system

Assessment system

Assessment of students' learning outcomes is carried out by the University according to the cumulative 100-point system.

Current control is carried out during lectures and practical (seminar) classes and aims to assess the level of students' readiness to perform particular tasks, and is assessed by the number of scored points.

The final control takes place in the form of an exam.

The maximum possible number of points for current control during the semester is 60, and the minimum possible number of points is 35.

The maximum possible number of points for the final control (exam) is 40 and the minimum possible number of points is 25.

The maximum possible number of points for the current and final control during the semester is 100, and the minimum possible number of points is 60.

Current control includes the following assessment methods: individual educational and research tasks, written control work, colloquium, essay.

More detailed information on assessment and grading system is given in the technological card of the course.

Course policies

Teaching of the academic discipline is based on the principles of academic integrity.

Violation of academic integrity includes academic plagiarism, fabrication, falsification, cheating, deception, bribery, and biased assessment.

Education seekers may be brought to the following academic responsibility for breach of academic integrity: repeated assessment of the corresponding type of learning activity.

More detailed information about competencies, learning outcomes, teaching methods, assessment forms, self-study is given in the Course program