



The syllabus of the discipline «HR management»

Specialty	051 «Economy»
Educational program	Personnel management and labor economy
Educational level	First
Discipline status	Selective
Language of teaching	English
Course / semester	3 rd course, II semester
Number of ECTS credits	5
Distribution by types of classes and hours of study	Lectures – 30 hours
	Practical (seminars) – 30 hours
	Laboratory – 0 hours
	Individual work – 90 hours
Form of final control	Credit
Department	Department of social economy, main building, 2nd floor, office 217 http://www.kafesn.hneu.edu.ua/
Lecturer (-s)	PhD, associate professor Stepanova Eka Raminovna
Lecturer's contact information	stepanovaekaraminovna@gmail.com
Class days	Due to the schedule
Consultations	Consultations by prior arrangement (or remotely - at the request of the student)
The purpose of the discipline - the formation of professional competencies in human resource management at the micro, meso and macro levels; mastering modern techniques of human management; getting a holistic view of HR management; mastering the skills of recruitment, career planning; acquiring skills of conducting business trainings and mastering the peculiarities of their evaluation.	
Prerequisites for learning <i>Pre-listened disciplines: international economics, political economics, microeconomics, macroeconomics, labor economy, social economy and politics, personnel management</i>	
The content of the discipline	
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	
Material and technical (software) of the discipline (not required)	
Course page on the Moodle platform (personal training system)	https://pns.hneu.edu.ua/course/view.php?id=5143
Recommended sources	



1. Концепция Business Performance Management: начало пути / Е.Ю. Духонин, Д.В. Исаев, Е.Л. Мостовой и др.; Под ред. Г.В. Генса. – М.: Альпина Бизнес Букс, 2004. – 269 с.
2. Румянцева З.П. Общее управление организацией. Теория и практика: Учебник / З.П. Румянцева. – М.: ИНФРА-М, 2007. – 304 с.
3. Senyucel Z. Managing the Human Recourse in the 21st century / Z. Senyucel. – Ventus Publishing ApS, 2009. – P.77
4. Timms P. HR2025 – Human Recourse management in the Future / P. Timms // 1st book. 1st edition. – The eBook company, 2013. – P. 49
5. Wittenkamp C. Building Bridges across Cultural Differences: Why don't I follow your norms / C. Wittenkamp // 1st edition. – The eBook company, 2014. – P. 101.

Learning outcomes assessment system

A student should be considered certified if the sum of points is equal to or exceeds 60. The minimum possible number of points is 35 and the minimum possible number of points is 25.
More detailed information on assessment is given in the technological map of the discipline.

Accumulation of rating points in the discipline

Types of educational work	Max number of points
Lectures	16
Practical lessons	42
Seminar lessons	12
Colloquium	14
Essay	20
Max number of points	100

Compliance of the ECTS assessment scale with the national assessment system and KhNEU. S. Kuznets

Sum of points for all kinds of educational activity	Grade ECTS	Grade on national scale	
		for exam, course project (work), practice	for credit
90 – 100	A	Excellent	Accepted
82 – 89	B	Well	
74 – 81	C		
64 – 73	D	Satisfactorily	
60 – 63	E	Unsatisfactorily	Not Accepted
35 – 59	FX		
1 – 34	F		

Discipline policies

If the student was absent from class, he must complete the task in the PNS within the period specified by the lecturer.

More detailed information on competencies, learning outcomes, teaching methods, assessment forms, independent work is given in the Work program of the discipline (<http://repository.hneu.edu.ua/handle/123456789/22309>).