



Syllabus of the educational discipline «Human resource management»

Specialty	073 Management
Educational program	073.020 Management of innovation activity
Level of education	first (bachelor)
Discipline status	Selective
Teaching language	English
Course / semester	3 st course, 6 st semester
Number of credits ECTS	5
Distribution by types of trainings and hours of study	Lectures – 24 hours. Practical studies (seminars) – 24 hours. Independent training – 102 hours.
Form of final assessment	Exam
Department	Management and Business Department, 703 (library block), Tel. +38 (057) 702-01-46 (additional 2-96), http://www.kmib.hneu.edu.ua
Teacher (-s)	Nazarov Nikita Konstantinovich, PhD, associate professor
Teacher's contacts	nikita.nazarov@hneu.net
Days of the classes	According to schedule
Consultations	According to schedule
The purpose of the discipline is the establishing an effective system of personnel management in the organization; developing and analysing personnel policy of the organization; designing a system of personnel management and regulatory workforce personnel service company.	
Prerequisites for learning Knowledge of humanitarian subjects and of fundamental subjects, "Microeconomics", "Macroeconomics", "Basis of Management", "Economy of Enterprises", "Economic Theory". Be able to have next competencies: managing the staff social development; forming a successful team as a social formation; using modern methods of planning and forecasting needs of the staff;	
Content of the educational discipline Content module 1. Theoretical foundation of personnel management. Theme 1. The nature of the personnel management Theme 2. Personnel management as a social system. Theme 3. HR policy and HR strategy in organization. Theme 4. Personnel planning in organizations. Theme 5. The nature of choosing and recruitment of personnel. Theme 6. Organizing of activities and functions of the staff Content module 2. Functions of personnel management. Theme 7. Formation of organization's collective. Theme 8. Cohesion and social development of the collective. Theme 9. Personnel evaluation in the organization. Theme 10. The nature of ration, development, career rising of personnel. Theme 11. The efficiency of personnel management	
Material and technical support (software) of the discipline <i>Using tools of MS Office, Zoom conference tool, Moodle</i>	
Course page on the Moodle platform (personal training system)	Course review, lectures, practices, individual tasks, technological map, syllabus https://pns.hneu.edu.ua/course/view.php?id=603
Recommended literature 1. Лепейко Т. І. Управління персоналом підприємства в умовах невизначеності (поведінковий підхід) : монографія / Т. І. Лепейко, О. М. Миронова. – Х.: Вид. ХНЕУ, 2010. –	



236 с.

2. Армстронг М. Практика управления человеческими ресурсами / перев. с англ. под ред. С. К. Мордовина. – 8-е издание. – СПб. : Питер, 2004. – 832 с.

3. Беляцкий Н. П. Управление персоналом : учеб. пособие / Н. Б. Беляцкий, С. Е. Велеско, П. Ройш – Мн. : Интерпрессервис, Эксперспектива, 2003. – 352 с.

Assessment system of learning outcomes

Total points: 100 (60 – provisional; 40 – examination test).

Minimal points to pass subject: 60 (35 – provisional; 25 – examination test)

More detailed information on assessment is given in the technological card of the discipline.

Accumulation of rating points in the discipline

Types of training	Max points
Lectures	5
Practical tasks	11
Practical cases	12
Seminar	4
Written Test	10
Colloquium	14
Essay	4
Exam	40
Max points	100

Transference of Simon Kuznets KHNUE Characteristics of Students' Progress into the System of the ECTS Scale

Total score on a 100-point scale	ECTS assessment scale	Assessment on the national scale	
		for exam, differentiated test, course project (work), practice, training	for pass
90 – 100	A	excellent	pass
82 – 89	B	good	
74 – 81	C	satisfactory	
64 – 73	D		
60 – 63	E	unsatisfactory	not pass
35 – 59	FX		
1 – 34	F		

Discipline policies

Within the course students receive the necessary knowledge during lectures and seminars, carrying out practical tasks and individual training and testing tasks. Also of great importance in the process of learning and getting knowledge is independent work of students.

All these types of activities developed in accordance with the provisions of the Bologna Declaration.

More detailed information about competencies, learning outcomes, teaching methods, assessment forms, independent training is given in the Syllabus (working plan) of the educational discipline. Link: <https://pns.hneu.edu.ua/course/view.php?id=603>.

Syllabus approved at the meeting of the Management and Business Department Protocol № 2 from 27.08.2020