

The subject of the discipline "management staff" are the general laws, principles of formation, functioning and development of the personnel management system; management relations.

The purpose of teaching "management personnel" - to acquaint students with the basic objectives and content of personnel management, the literature concerning the theory and practice of personnel work in enterprises, as well as help them to work independently to study the problems of training, retraining and advanced training of personnel of the enterprise, problems personnel management as an integrated system of targeting the staff of the organization to ensure the effective operation of the team and satisfaction with the work.

According to the requirements of the program of the discipline students, after mastering the credit module should demonstrate such learning outcomes:

knowledge:

– formation of students' good knowledge of the theory of management staff;

Skills:

– students acquire skills and knowledge to independently solve some practical issues of personnel management;

– understand the role and importance of staff in achieving the objectives of the organization;

– be able to identify the main aspects of the Human Resources (HR managers);

– be able to identify the challenges facing the leadership in the field of personnel management, and finding ways to address them;

– evaluate the factors affecting the management of personnel;

an experience:

– have a general idea about the development of theories of human resource management;

– acquire the knowledge and skills to use psychological principles of forming small groups and conflict resolution in individual cases;

– be aware of major legal, social and political forces. Affect the work with the staff.

The content of the discipline

1. Theoretical foundations of personnel management.

Theme 1. The subject and content of the discipline of "management personnel"

2. Subject Personnel Management System

2. Planning of HR.

Theme 3. Analysis and Planning Staff

3. Technology personnel management

Theme 4. Professional selection and use of personnel

Section 4. Management of development of the organization's personnel.

Theme 5. Personnel Development

Subject 6. Motivation and stimulation of labor and their role in the management of staff

Section 5. Assessment of the results of the organization's staff

Theme 7. Methods of evaluating the performance of the staff of various functional-skill groups

Subject 8. The effectiveness of HR management