

The subject of study of discipline "Human Resource Management" is the general laws, principles of formation, functioning and development of the management of the organization; management relations.

The purpose of teaching "Human Resource Management" is the formation of future managers of modern management thinking and systems expertise in management, understanding the conceptual foundations of the formation of human resources management b? the acquisition of skills analysis of the impact of external and internal environment on the adoption of adequate management decisions for the effective use of human resources, organization and motivation of their labor.

According to the requirements of the educational and professional program students after mastering academic discipline must demonstrate such learning outcomes:

knowledge:

- formation of students' knowledge of human resource management organization;

skills:

- the acquisition of skills and abilities of students to independently solve some practical issues in human resources management;

- be able to identify the main aspects of the department of human resource management organization;

- be able to identify the challenges facing the leadership in the field of human resource management and find ways to solve them;

- to assess the factors affecting the management of human resources;

an experience:

- have a basic understanding of 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 specific practical situations.

The content of the discipline

Theme 1. The essence of human resource management and their role in the development of the organization.

Theme 2. Strategic planning and policy in the field of human resource management organization.

Theme 3. Formation of the collective organization.

Theme 4. Modern technologies of construction teams.

Theme 5. Coaching technologies and their application in the development of human resources of the organization.

Theme 6. Emotional competence in the development of managerial staff.

Subject 7. Performance Management as a technology to increase the effectiveness of staff.

Theme 8. Technology Assessment Center and its application in the evaluation of employees.

Subject 9. Evaluation of the workers by the method of Hay Group.

Subject 10. The competency approach and its use in human resource management organization.

Topic 11. Models of competencies in the management of human resources development organization.

Subject 12. The human resources management organization in crisis.

Subject 13. The release of Technology Human Resources in Crisis: downsizing, reengineering, outplacement.