

# HUMAN RESOURCE MANAGEMENT IN INTERNATIONAL COMPANIES

**Credit Value:** 6 credits<sup>1</sup>

**Lecturer:** Tatiana O. Razumova, Irina D. Burak, Olga A. Zolotina

## B. Textbooks

1. Lasear E., Gibbs M. Personnel Economics for Managers. 2007. Introduction.
2. Human resource management J. Coyle-Shapiro, K. Hoque, I. Kessler, A. Pepper, R. Richardson and L. Walker. London School of Economics. 2013. Ch. 1.
3. Keenan Tony. Human Resources management. 2008. Edinburgh Business School. Module 1, Module 2, Module 3.
4. Stout L. Human Resources management, 2009 Ch.3
5. Robert L. Mathis, John H. Jackson, Sean R. Valentine, Patricia Meglich, Human Resource Management, 15th Edition, 2015, Ch.2

## C. Assessment details

The final grade consists of:

Assignments	Grade
Activity in classes	42
Tests, homework and control tasks, analysis of situations	110
Project:	64
<i>text</i>	40
<i>presentation</i>	24
Essay	64
Review of peer's essay	20

Grade	Minimum score	Maximum score
<i>Excellent</i>	255	300
<i>Good</i>	195	254,9
<i>Satisfactory</i>	120	194,9
<i>Failed</i>	0	119,9

**Note:** in case student's scores obtained during the trimester are less than 20% of the maximum score of the discipline the following rule of passing the course should be applied at the midterm assessment (and further re-examination): 'a student can obtain only a satisfactory mark and only in case he/she receives for the midterm assessment, including all the course material, not less than 85% of the score allocated to this assessment'.

## D. Course outline

<b>Introduction to human resource management. Employer brand of modern international companies.</b>
<b>Search and selection of personnel.</b>
<b>Managing adaptation of new employees.</b>
<b>Employees engagement and the ways of its improvement to deliver business results. Theme 2.</b>
<b>Description of work and personnel planning</b>
<b>Management of employees with disabilities</b>
<b>Motivation. Remuneration and compensation.</b>
<b>Performance Management</b>
<b>Training and development of employees</b>
<b>Talent management. Career development</b>

<sup>1</sup> 1 credit point is equal to 36 hours of total workload including in-class activities, self-study and exam writing

<b>Cross-cultural communications in international companies</b>
<b>Labor relations, trade unions, labor dispute resolution. Dismissals</b>
<b>Final Exam</b> <b>Projects' and Essays' defense</b>