



**Lecturer of the course**  
**Contact information of the lecturer (e-mail)**  
**Course page on eLearn**

## **COURSE SYLLABUS** **«Human resource management»**

**Degree of higher education - Bachelor**  
**Specialization 073 Management**  
**Educational programme «Management»**  
**Academic year 3, semester 6**  
**Form of study full-time**  
**Number of ECTS credits 4**  
**Language of instruction English**

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<https://elearn.nubip.edu.ua/course/view.php?id=3498>

### **COURSE DESCRIPTION**

The educational component “Human resource management” belongs to the compulsory disciplines in the speciality Management. The development of team management skills, the ability to develop and implement personnel policies, ensuring purposeful utilization of organizational personnel, and understanding the basics of legal support in personnel management.

Examination of contemporary theories of personnel management and the evolution of human resource management functions. Specifically, exploring issues related to the quality composition of personnel, their professional development and training, management of career development, performance evaluation and assessment of personnel, progressive methods of work rationalization, modern theories of motivation, and personnel selection and placement.

#### **Competencies of the educational programme:**

##### **General competencies (GC):**

- GC11. Ability to adapt and act in a new situation;
- GC13. Appreciation and respect for diversity and multiculturalism;
- GC15. Ability to act on the basis of ethical considerations (motives).

##### **Professional (special) competencies (PC):**

- PC4. The ability to determine the functional areas of the organization and connections between them.
- PC5. Ability to manage the organization and its divisions through the implementation of management functions.
- PC6. The ability to act socially responsibly and consciously.
- PC7. Ability to choose and use modern management tools.
- PC8. Ability to plan the activities of the organization and manage time.
- PC9. Ability to work in a team and debug interpersonal interaction when solving professional tasks.
- PC10. The ability to evaluate the performed work, ensure their quality and motivate the organization's personnel.
- PC11. Ability to create and organize effective communications in the management process.
- PC14. Understand the principles of psychology and use them in professional activity.
- PC15. Ability to form and demonstrate leadership qualities and behavioral skills.

##### **Program learning outcomes (PLO) of the educational programme:**

- PLO9. Demonstrate interaction, leadership, and teamwork skills.
- PLO10. Have the skills to justify effective tools for motivating the organization's personnel.
- PLO14. Identify the causes of stress, adapt yourself and team members to a stressful situation, find means to neutralize it.
- PLO15. Demonstrate the ability to act socially responsibly and socially conscious on the basis of ethical considerations (motives), respect for diversity and interculturality.

## COURSE STRUCTURE

| Topic   | Hours<br>(lecture/laboratory, practical, seminar) | Learning outcomes  | Tasks  | Assessment |
|---|---|--|--|------------|
| <b>Semester 6.</b>  |   |  |  |            |
| <b>Module 1. Organizational behavior and human resources</b>                |   |  |  |            |
| Topic 1. Introduction and Course Overview                                   | 2/2   | Understand the scope and objectives of the course. Identify key topics and concepts covered in the course. Understand the importance of HR management in the context of organizational success.                                    | Submitting practical work                      | 5          |
| Topic 2. HR Management and Company Strategy                                 | 4/4   | Analyze how HR practices contribute to achieving organizational goals. Identify the relationship between HR management and overall company performance. Apply strategic HR concepts to real-world business scenarios.              | Submitting practical work                      | 10         |
| Topic 3. Global Organizational Behaviour                                    | 2/2   | Understand the impact of cultural diversity on organizational behavior. Analyze cross-cultural communication and its implications in global organizations. Identify strategies for managing cultural differences in the workplace. | Completing independent work (including iLearn) | 5          |
| Topic 4. Labor market, Recruiting, Interviewing and Selection               | 4/4   | Understand the dynamics of the labor market and its impact on HR practices. Identify effective recruiting strategies to attract top talent.  | Completing independent work (including iLearn) | 10         |
| Topic 5. Human Resource Planning  | 4/4   | Understand the importance of HR planning in forecasting future workforce needs. Analyze HR forecasting methods and techniques.   | Completing independent work (including iLearn) | 10         |
| <b>Module 2. Engaging of human resources and organizational citizenship</b> |   |  |  |            |
| Topic 6. HR Motivation and Compensation                                     | 4/4   | Understand theories of motivation and their application in the workplace. Identify strategies for designing and implementing effective compensation systems. Analyze the role of incentives and rewards in motivating employees.   | Submitting practical work                      | 10         |
| Topic 7. Training and Development   | 4/4   | Identify training needs and design effective training programs. Evaluate training effectiveness and measure the impact on employee performance. Develop strategies for career  | Completing independent work (including iLearn) | 5          |

|                                       |     |  |  |            |
|---------------------------------------|-----|--|--|------------|
|                                       |     | development and succession planning.   |  |            |
| Topic 8. Group and Team Effectiveness | 2/2 | Understand the dynamics of group and team behavior in the workplace. Identify factors that contribute to effective team performance.   | Completing independent work (including iLearn) | 5          |
| Topic 9. HR Performance Management    | 4/4 | Understand the principles and practices of performance management. Identify strategies for providing constructive feedback and coaching. Apply performance management techniques to enhance individual and organizational performance. | Completing independent work (including iLearn) | 10         |
| <b>Total for 6 semester</b>           |     |  |  | <b>70</b>  |
| <b>Exam</b>                           |     |  |  | <b>30</b>  |
| <b>Total for course</b>               |     |  |  | <b>100</b> |

### ASSESSMENT POLICY

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|--|--|
| <b><i>Policy regarding deadlines and resits:</i></b> | Assignments submitted after the deadline without valid reasons will be graded lower. Resitting of modules will be allowed with the permission from the lecturer and in the presence of valid reasons (e.g. medical reasons). |
| <b><i>Academic honesty policy:</i></b>               | Cheating during tests and exams is strictly prohibited (including the use of mobile devices). Coursework and research papers must contain correct citations for all sources used.  |
| <b><i>Attendance policy:</i></b>                     | Class attendance is mandatory. In case of objective reasons (such as illness or international internships), individual learning may be allowed (in online format by the approval of the dean of the faculty).                |

### SCALE OF ASSESSMENT OF STUDENT KNOWLEDGE

| Student rating, points | National grade based on exam results |            |
|------------------------|--------------------------------------|------------|
|                        | exams                                | credits    |
| 90-100                 | excellent                            | passed     |
| 74-89                  | good                                 |            |
| 60-73                  | satisfactory                         |            |
| 0-59                   | unsatisfactory                       | not passed |

### RECOMMENDED SOURCES OF INFORMATION

1. Orekhivskiy V., Balanovska T. Human Resources Management. Textbook. Kyiv: NPE Yamchynskiy O.V., 2020. 173 p.
2. Robert L. Mathis, John H. Jackson, Sean R. Valentine, Patricia Meglich. Human Resource Management 15th Edition. 2017.
3. Raymond A. Noe, John R. Hollenbeck, Hardcover: Human Resource Management: Gaining A Competitive Advantage. McGraw-Hill. 2016. 568 p.
4. Gary Dessler: Human Resource Management (9th Edition): Prentice Hall. 2017. 598 p.
5. Buller P. F., McEvoy G. M. Strategy, Human Resource Management and Performance: Sharpening Line of Sight. Human Resource Management Review 22. 2016: 43-56.
6. Pravin Durai. Human Resource Management: Licensees of Pearson Education in South

Asia. 2012. 489 p.

7. Виноградський М. Д. Управління персоналом: навч. посіб. Київ: ЦУЛ. 2009. 500 с.
8. Крушельницька О. В. Управління персоналом: навч. посіб. Київ: Кондор. 2003. 296 с.
9. Михайлова Л. І. Управління персоналом: навч. посіб. Київ: ЦНЛ. 2007. 296 с.
10. Палеха Ю. І. Документаційне забезпечення управління. Київ: МАУП. 2007.
11. Савельєва, В. С. Управління персоналом: навч. посіб. Київ: Професіонал. 2005. 336 с.
12. Хміль, Ф. І. Управління персоналом: підручник. Київ: Академвидав. 2006. 488 с.
13. Дяків О.П., Островерхов В.М. Управління персоналом : авчально-методичний посібник (видання друге, переробл. і доповнено). Тернопіль : ТНЕУ, 2018. 288 с.
14. Управління персоналом : підручник / О. М. Шубалий, Н. Т. Рудь, А. І. Гордійчук, І. В. Шубала, М. І. Дзямулич, О. В. Потьомкіна, О. В. Серєда; за заг. ред. О. М. Шубалого. – Луцьк : ІВВ Луцького НТУ, 2018. – 404 с.

