

SUMMARY OF THE EDUCATIONAL DISCIPLINE «MODERN TECHNOLOGIES OF PERSONNEL MANAGEMENT»

Cycle: research training.

Status: Elective course.

Academic year: 2019-2020, 4th semester

The purpose of the discipline is: formation knowledge of future doctors of philosophy on theoretical and practical aspects of the formation of modern technologies for personnel management; assimilation of methods, techniques, technologies of personnel management of organization under the conditions of market mechanism of management, as well as acquisition of skills of their practical use.

The main objectives of the course are the acquisition of knowledge to justify effective motivational mechanisms in organizations; formation and application of technologies of effective planning, use and development of personnel; promoting the development of human resource management experience as the most valuable resource of organizations, resources of organizations.

As a result of studying the discipline the student should **know**:

- theoretical and methodological principles of formation of modern technologies of personnel management;
- the main characteristics and differences of modern technologies of personnel management, their prerequisites for application;
- types of power and leadership, features of their use in personnel management;
- basic systems of motivation for work and factors of effective personnel management;
- features of formation and development of a stable team;

be able:

- apply the acquired knowledge in the selection of personnel management technologies in order to effectively use the resources of the organization;
- identify motivational incentives for staff categories and develop staff development plans;
- prove the feasibility of introducing modern HRM technologies to solve problems of own research by optimizing organizational decisions and improving personnel management systems.

Content of discipline.

Topic 1. Theoretical foundations of personnel management

Topic 2. Staff composition and structure

Topic 3. The evolution of views on personnel management

Topic 4. Legal aspects of personnel management

Topic 5. Planning and staff formation of organizations

Topic 6. Organization of recruiting and selection of personnel

Topic 7. Career guidance and adaptation in HR management

Topic 8. Human Resources of Management

Topic 9. Recruitment of personnel

Topic 10. Periodic staff assessment and staff appraisal

Topic 11: Motivation to work in systems management technologies

Topic 12. Staff development and training

Topic 13. Managing a Business Career

Topic 14. System of compensation and rewarding in personnel management

Topic 15. Socionics and personnel management

Topic 16. Stable team development and staff use

Topic 17. Management of staff turnover and work discipline

Topic 18. Documentation and record keeping in the personnel management system