

ABSTRACT OF THE EDUCATIONAL COURSE "MODERN PERSONNEL MANAGEMENT TECHNOLOGIES"

Educational program: 073 "Management"

Doctor of Philosophy in the field of knowledge 07 "Management and administration"

Cycle: professional training.

Status: optional academic course.

Academic year: 2022-2023, III semester.

The purpose of the study of the course: formation of the holders of the educational degree of Doctor of Philosophy in the theoretical and practical aspects of the formation of modern technologies of personnel management; assimilation of methods, techniques, technologies of personnel management of organizations under the conditions of operation of the market mechanism of management, as well as acquisition of skills for their practical use.

Tasks of the course: assimilation of knowledge on the justification of effective motivational mechanisms in organizations; formation and application of technologies for effective planning, use and development of personnel; promoting the formation of management experience.

As a result of studying the course, the PhD student should **know:** - theoretical and methodological foundations of the formation of modern personnel management technologies; - the main characteristics and differences of modern personnel management technologies, their application prerequisites; - types of power and leadership, features of their application in personnel management; - basic systems of motivation to work and factors of effective personnel management; - peculiarities of the formation and development of a stable team;

be able to:

- apply acquired knowledge when choosing personnel management technologies in order to effectively use the organization's resources; - determine motivational incentives for personnel categories and develop personnel development plans; - justify the expediency of introducing modern personnel management technologies to solve the problems of own research by optimizing organizational decisions and improving personnel management systems.

Content of the course:

Topic 1. Theoretical foundations of personnel management

Topic 2. Composition and structure of personnel

Topic 3. Evolution of views on personnel management

Topic 4. Legal aspects of personnel management

Topic 5. Planning and formation of personnel of organizations

Topic 6. Organization of recruitment and selection of personnel

Topic 7. Professional orientation and adaptation in personnel management

Topic 8. Personnel management potential

Topic 9. Personnel reserve

Topic 10. Periodic evaluation of personnel and attestation of personnel

Topic 11. Motivation to work in system management technologies

Topic 12. Development and training of personnel

Topic 13. Business career management

Topic 14. System of compensations and rewards in personnel management

Topic 15. Socionics and personnel management

Topic 16. Development of a stable team and use of personnel

Topic 17. Management of personnel turnover and labor discipline

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