



Syllabus of the course «HR-innovations»

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| Specialty | <i>CI Economics and International Economic Relations (by specialization)</i> |
| Study Programme | <i>Economics and human capital management</i> |
| Study cycle (Bachelor, Master, PhD) | <i>The second (master's) level of higher education</i> |
| Course status | <i>mandatory</i> |
| Language | <i>English</i> |
| Term | <i>1 year, 2 semester</i> |
| ECTS credits | <i>4</i> |
| Workload | <i>Lectures – 20 hours.</i> |
| | <i>Practical studies – 20 hours.</i> |
| | <i>Self-study – 80 hours.</i> |
| Assessment system | <i>Credit</i> |
| Department | <i>Social Economy Department, room 217 (main building), website: http://www.kafesn.hneu.edu.ua/</i> |
| Teaching staff | <i>Stepanova Eka Raminivna, PhD Associate professor of Social Economy Department</i> |
| Contacts | <i>stepanovaekaraminovna@gmail.com</i> |
| Course schedule | <i>Lectures: according to the schedule Practical studies: according to the schedule</i> |
| Consultations | <i>At the Department of Social Economy, face-to-face, according to the consultation schedule, individual, chat in PNS</i> |
| Learning objectives and skills: | |
| <i>Formation of a system of theoretical knowledge and applied skills and competences regarding the use of methodological apparatus and tools of social policy and mastering the skills of making optimal management decisions in modern innovations conditions.</i> | |
| Structural and logical scheme of the course | |
| Prerequisites | Postrequisites |
| Human resources development | Economy of business entities |
| Social economy | Strategic human capital management |
| Business ethics and communications | Personnel accounting and analysis |
| Course content | |
| Content module 1. Theoretical foundations of implementing HR innovations | |
| Topic 1. Human Resource: Definitions and Main Functions | |
| Topic 2. The Analysis and Design of Innovative Work | |
| Topic 3. Human Resource Planning and Recruitment: innovative approaches | |
| Topic 4. HR Selection and Placement | |
| Topic 5. Training and Development: innovative methods | |
| Topic 6. Innovations in increasing work efficiency | |
| Content module 2. Modern HR technologies and innovations | |
| Topic 7. Crisis and change management | |
| Topic 8. Cross-cultural management | |
| Topic 9. Process and strategic HR innovations | |
| Topic 10. Using Artificial Intelligence (AI) in HR | |



Topic 11. Social Innovation in HR

Topic 12. Information technologies in the human resources development system

Teaching environment (software)

Multimedia projector, S. Kuznets PNS, Corporate Zoom system

Assessment system

The University uses a 100-point cumulative system for assessing the learning outcomes of higher education applicants. Current control is carried out during lectures, practical (seminar) classes and is aimed at checking the level of preparedness of the higher education applicant to perform specific work and is assessed by the sum of the points scored. Final control includes semester control, which is carried out in the form of a differentiated test. The maximum possible number of points for current control during the semester for a discipline whose form of control is a test is 100 and the minimum possible number of points is 60.

Current control includes the following control measures: tasks on topics; current tests; presentations on topics, business games and creative tasks.

More detailed information on assessment and grading system is given in the technological card of the course.

Course policies

Teaching of the academic discipline is based on the principles of academic integrity.

Violation of academic integrity includes academic plagiarism, fabrication, falsification, cheating, deception, bribery, and biased assessment.

Education seekers may be brought to the following academic responsibility for breach of academic integrity: repeated assessment of the corresponding type of learning activity.

More detailed information about competencies, learning outcomes, teaching methods, assessment forms, self-study is given in the Course program