

Division: *School of Economics and Management*

Academic programme: *38.04.03 Personnel Management*

Mode of study: *part-time*

Programme length: *2 years and 6 months*

Programme level: *Master's degree*

Language of instruction: *Russian*

Programme description: *The training of highly qualified specialists in the field of human resource management of an organization, obtaining modern theory and methodology for the development of personnel policy and personnel management strategy at enterprises of various industries and forms of ownership; able to organize personnel planning; recruitment, assessment, audit and controlling of personnel; conduct socialization activities, career guidance and certification of employees; manage organizational culture, labour relations, employment, conflicts and stresses; develop ethical standards of conduct; ensure the development of personnel, service and professional promotion, organize work with a personnel reserve; conduct functional cost analysis, assessment of costs and effectiveness of personnel management. In the course of training, project work with leading enterprises of the region is organized. The training results in the readiness to perform labour functions that are included in the professional standard of a personnel management specialist: development and implementation of a system for operational management of personnel and the work of a structural unit; development of a system and administration of strategic personnel management processes, which ensures a high degree of demand for a graduate in the labour market.*

Main programme-specific classes:

- *Administration of Processes and Workflow of Personnel Management;*
- *Audit and Controlling of Personnel Management System;*
- *Information Systems and Technologies in Personnel Management;*
- *Career Consulting and Coaching;*
- *Management of Organizational Culture;*
- *Leadership and Team Management;*
- *Evaluation of Labour Efficiency and Personnel Management;*
- *Legal Regulation in the Field of Personnel Management;*
- *System of Motivation and Incentives of Personnel;*
- *Modern Recruiting Technologies;*

- *Strategic Human Resource Management;*
- *Technologies of Personnel Development;*
- *Labour Economics; Personnel Costs: Management, Planning and Optimization;*
- *Personnel Security Management*

Programme manager: *Tatiana A. Korkina, Doctor of Sciences (Economics), Professor of the Department of Management of the School of Economics and Management*