



# Course Syllabus

## 1. Course Title:

Leadership and Human Resource Management

## 2. Academic Level:

Master

## 3. ECTS Credits:

5 ECTS

## 4. Semester:

1, autumn semester

## 5. School/Department:

Faculty of Management

## 6. Location:

200/1 Stachki Avenue, Rostov-on-Don

## 7. Instructor:

Prof. Gor Abramyan. Email: [gorabramyan@sfedu.ru](mailto:gorabramyan@sfedu.ru)

## 8. Language of Instruction:

English

## 9. Course Description:

The course includes the best practices in human resource management in modern large companies and small teams, describes the role of leader and helps to gain competences in the field of work in international projects.

## 10. Course Aims:

Formation a system of knowledge, skills, and competencies necessary to understand how effective leadership and human resource management contribute to improving the quality of human capital within an organization and, as a consequence, increasing its competitiveness.

## 11. Specific entry requirements (if any):

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## 12. Course Content:

This course includes several topics:

1. HRM roles and responsibilities, importance of leadership
2. The changing role of HRM and growing professionalism within the HR function
3. HRM challenges in the twenty-first century
4. Leadership and HRM in times of digitization
5. Understanding a shifting labour market
6. Employee orientation and socialization
7. Training and development
8. Performance management
9. HR's role in setting a climate for people development
10. Employee compensation
11. Incentives and rewards
12. Employee benefits and services
13. Trends in compensation and benefits
14. Recruitment strategies
15. Processes for selecting the best candidate
16. Legal issues related to recruitment and selection
17. Online and social media recruitment tools
18. Features of the HRM in cross-cultural and international organizations

## 13. Intended Learning Outcomes:

- Fundamental and applied knowledge in the field of human resource management
- Skills in assessing the work of personnel and organizational units in the context of digitalization
- Skills in human resource management strategy in international organizations

## 14. Learning and Teaching Methods:

**Passive:** lecture-visualization using presentation material, oral questioning.

**Active:** independent work with literature, scientific, educational and reference digital resources, performance of analytical tasks, creation of reproductive individual works (essays, scientific reports), independent production of texts with new settings.

**Interactive:** participation in practical classes, participation in discussions, development, and presentation of project assignments in English.

The course can be carried out partly or as a whole using electronic and distant educational system of University.

## 15. Methods of Assessment/Final assessment information:

Project assignments, particularly:

Essay – 15 points.

Test – 15 points.

Report – 15 points.

Work in classes – 15 points.

Final control work – 40 points.

Students are expected to get at least 60 points in order to complete the course and up to 10 extra points manifesting impressive results during the study of the course reflected in presenting reports at international conferences.

## 16. Reading List:

1. Human resource management: textbook and workshop for universities / OA Lapshova [and others]; under the general editorship of O. A. Lapshova. - Moscow: Yurayt Publishing House, 2021 .-- 406 p. - (Higher education). - ISBN 978-5-9916-8761-4. - Text: electronic // Educational platform Yurayt [site]. - URL: <https://urait.ru/bcode/468825>
2. Dessler, G., Chhinzer, N., & Gannon, G. (2019). Management of human resources: The essentials, Fifth Canadian Edition. - Pearson Canada, 2018. ISBN 978-0134305066. URL: <https://www.amazon.ca/Management-Human-Resources-Essentials-Canadian/dp/013430506X>