

Federal State Autonomous Educational Institution of Higher Education
"Peoples' Friendship University of Russia"
HIGHER SCHOOL OF INDUSTRIAL POLICY AND ENTREPRENEURSHIP

Recommended by ISSC

APPROVED
at the meeting of the department
August 28, 2021, minutes No. 1

Head of the Department



A.A. Chursin

THE WORKING PROGRAM OF THE DISCIPLINE

Innovations in the human resource management system

name of the discipline

Direction of training: 38.06.01 Economics

Profile "Innovation Management"

Qualification (degree) of the graduate: "Researcher. Research teacher"

1. Goals and objectives of the discipline:

The purpose of the discipline: training specialists who know the methodology of human capital management in an innovative economy and its application in scientific and practical activities

Tasks:

- the formation of knowledge, skills, and skills among graduate students to participate in organizational, research and information-analytical activities related to interaction with modern innovative organizations as mediators, experts, analysts capable of planning and conducting diagnostic research and developing programs for the development of human capital, necessary for successful activities in an innovative economy;
- mastering a complex of modern methods of working with human capital in an innovative economy;
- mastering the knowledge and skills to identify problematic issues in the development of an organization's strategy for human capital management in an innovative economy.
- the formation of scientific ideas about the principles of human resource management as talent management, the acquisition of knowledge and skills in the formation of a talent management system.

2. Place of discipline in the structure of EP VO:

This discipline belongs to block 1 "Educational disciplines", optional disciplines. This discipline is preceded by the disciplines: "Methodology of Scientific Research", "Modern Economic Theory" and "Management". In turn, this discipline provides the preparation of a scientific report on the profile of training.

3. Requirements for the results of mastering the discipline

A graduate who has mastered the postgraduate program must have the following competencies:

1) universal competences:

- generating new ideas when solving research and practical problems, including in interdisciplinary areas (UK-1);
- the ability to design and carry out complex research, including interdisciplinary, based on a holistic systemic scientific worldview using knowledge in the field of history and philosophy of science (UK-2);

- willingness to participate in the work of Russian and international research teams to solve scientific and scientific and educational problems (UK-3);

- the ability to follow ethical standards in professional activity (UK-5);

- the ability to plan and solve problems of their own professional and personal development (UK-6).

2) general professional competencies:

- the ability to independently carry out research activities in the relevant professional field using modern research methods and information and communication technologies (OPK-1);

- willingness to organize the work of the research team in the scientific industry corresponding to the direction of training (OPK-2);

- readiness for teaching in educational programs of higher education (GPC-3).

3) professional competencies:

- the ability to research the doctrine and theory of human resource management in an innovative economy based on the development and effective use of the employee's innovative potential;

- skills of implementation of scientific results in the field of management of innovative development of human resources of the organization; audit of the personnel potential of the enterprise; management of competencies and personnel mobility in the context of innovative development of the organization;

- the ability to develop scientific ideas about the theory and methodology of the use and development of human capital in the innovation management system, as well as to analyze and develop modern problems and technologies for the effective use of human capital in the innovation management system.

As a result of studying the discipline, a graduate student must:

Know: the main approaches to the development and assessment of the human capital of an organization in an innovative economy; basic principles and technologies for the development of human capital in the system of innovative management, used in planning and attracting human resources, in training, assessing and developing the human capital of an organization;

Be able to: develop scientific understanding of human capital management in an innovative economy, as well as the principles and technologies for the development and use of human capital in the innovation management system;

Own: methods of scientific research of the problems of using and developing human capital in the innovation management system; talent management in the organization and in society as a whole;

techniques and methods for identifying and developing talents, maximizing the use of personality potential; building a talent management system.

4. Scope of discipline and types of educational work

The total workload of the discipline is 6 credit units

№ п/п	Type of educational work	Total hours	Semesters			
			1	2	3	4
1.	Classroom lessons (total)					
1.1	Lectures					
1.2	Practical lessons (PL)	36				
1.3	Seminars (S)					
1.4	Control	28				28
2.	Independent work (total)	216				216
	Total labor intensity hour	216				216
	credits units	6				6

5. Content of the discipline

5.1. Contents of discipline sections

№ п/п	The name of the discipline section	Contents section
1.	Section I. Methodological problems of the development and use of human capital in the innovation management system	<p>Topic 1. The concept of an innovative economy and innovation management. Essence, development and current state of the innovation sphere of the national economy. A categorical system of interrelationships of innovation management: the concepts of innovation, innovation, innovation process, innovation management, innovation management. Description of the main stages of the innovation process. National innovation system. Innovative potential of the Russian economy</p> <p>Topic 2. The essence of human capital and its place in the innovation management system. Problems of innovative development of the economy, organizations, management systems in conjunction with the problems of personnel management. The concept of human capital, its main characteristics and development factors. The receptivity of the organization's personnel to innovations. Innovative activity of various types of labor collectives. Resisting the introduction of innovations and stimulating the innovative activity of the organization's personnel</p> <p>Topic 3. Essence, functions and content of the process of innovative development of the organization's human capital. HR innovation management. Classification of innovations in personnel work. Innovative activity. Categories of personnel involved in innovation and their characteristics. Requirements for</p>

		<p>personnel engaged in the innovation process. Personal and business qualities of personnel, depending on the key functions in the innovation process. Strategy for the qualification training of executives in innovation. The cadre elite. The innovative potential of the employee.</p>
2.	<p>Section II. Modern problems and technologies for the effective use of human capital in the innovation management system</p>	<p>Topic 4. Management of innovative activities of personnel in the organization. System and methods of in-house planning of innovations. Characteristics of organizational changes within the framework of the innovative vector of the organization's development: personnel aspect. Functional division of labor in innovative organizations. Innovative receptivity of the organization's personnel. Factors that promote or hinder the innovative activities of the organization and personnel. Policy options for introducing innovations in the team. Integral assessment of the effectiveness of an innovative project in personnel management.</p> <p>Topic 5. Principles, methods, functions of innovation management in personnel work. Innovation in human resource management as a kind of management innovation. Comparative characteristics of the focus of the functions of personnel management in a traditional and innovative organization. The role of subjects of personnel management in the innovative activities of the organization.</p> <p>Topic 6. Methods and means of developing the innovative potential of the corporation's employees. The essence and content of the process of innovative development of the organization's personnel potential. Audit of the personnel potential of the enterprise. Methods of innovative development of human resources of the organization. Management of competencies and staff mobility in the context of innovative development of the organization's human resources. Mechanisms for motivating the innovative activity of the company's human resources.</p>
2.	<p>Section III. From Human Resource Management to Talent Management in the Digital Economy.</p>	<p>Topic 7. The essence and main directions of the formation of the digital economy. Industry 4.0. The concept of a technological order. Change of technological orders for periods of dominance. The main manifestations and features of the fourth industrial revolution. The essence of digitalization of public life. Social consequences of digitalization of the economy.</p> <p>Topic 8. Main changes in the place and role of human capital in the digital economy. The main trends in the field of social and labor relations in the digital economy. Changing labor functions in the digital economy. Changes in the structure of the labor market and employment problems in the digital economy. Increasing requirements for the level of development of personnel competencies.</p> <p>Topic 9. Transition from the principles of human resource management to the principles of talent management. Enhancing the role of talent in the modern economy. Place of talent management in the human resource management system. Basic concepts of talent management in the organization and in society</p>

		as a whole. Identification and development of talents, maximum use of the potential of the individual, knowledge management and the formation of a motivating environment as the main functions of talent management. Talent management system.
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5.2. Sections of disciplines and types of classes

№ п/п	The name of the discipline section	lecture	practical lesson	semi nar	Indepe dent work	Total hour
1.	Section I. Methodological problems of the development and use of human capital in the innovation management system				72	72
2.	Section II. Modern problems and technologies for the effective use of human capital in the innovation management system				72	72
3.	Section III. From innovation in human resource management to talent management in the digital economy.				72	72
	Итого				216	216

6. Laboratory workshop and seminars

№ п/п	Discipline section number	Name of laboratory work	Labor capacity (hour.)
1.		not provided	

7. Material and technical support of the discipline:

№ айд.	Name	Name
17	Classroom	Multimedia projector - 2 pcs., Sound podium - 1 pc., Screen - 2 pcs.
101	Classroom	Multimedia projector - 2 pcs., Sound podium - 1 pc., Screen - 2 pcs.
CONFERENCE HALL	Classroom	Multimedia projector - 1 pc., Sound equipment

8. Information support of the discipline:

1. The official website of the State Statistics Committee of the Russian Federation <http://www.gks.ru>

2. <http://www.HRM.ru> Human Resource Management internet server
3. dps.smrtlc.ru/Men/M_0.htm ("Hyper-encyclopedia of personnel management" / "Human resource management. A guide for managers") dps.smrtlc.ru/Od_PM/Od_0.htm ("Hyper-encyclopedia of personnel management" / "Human resource management . Textbook for graduate students ")
4. [www.HR - zone net](http://www.HR-zone.net)
5. personnels.chat.ru (site "Human Resources", articles from the journal "Human Resources")
 1. psymanager.km.ru/personal/ (server "Psychological aspects of management" / page "Personnel management")
 2. 2.rsuh.by.ru (electronic dictionary for personnel management)
 3. 3.www.apse.ru Personnel Recruitment Consultants Association (AKPP)
 4. 4.www.hr.inforser.ru (server "Human Resources")
 5. 5.www.HRM.ru (specialized site for HR managers)
 6. 6.www.hro.ru/hrm/ ("Personnel Management" magazine)
 7. 7.www.human-capital.ru
8. <http://elibrary.ru> - site of the scientific electronic library
9. <http://www.consultant.ru> - site of the company "Consultant Plus"
10. <http://www.pwc.ru/ru/publications/index.jhtml/> PWC - publications
11. <http://www.ey.com/RU/ru/home/library/> EY librar

9. Educational-methodical and informational support of the discipline:

a) main literature

1. Labor Code of the Russian Federation.
2. Guzkov IV Reproduction of human capital in the conditions of the formation of the innovative economy of Russia. Moscow: Economics, 2014.
3. Mau VA Development of human capital is a new social policy. - M .: Publishing house "Delo" RANEPa, 2013 - 548 p. Series: Russia. Modernization challenges. Social politics. ISBN 978-5-7749-0774-8.

b) additional literature

4. Gurkov I. B., Zelenova O. I., Saidov Z. Mutation of HRM practices in Russia: an application of CRANET methodology // International Journal of Human Resource Management. 2012. Vol. 23. No. 7. P. 1289-1302. [Gurkov I.B., Zelenova OI, Goldberg A.S., Saidov Z.B. Personnel management system at Russian firms in the mirror of international comparison // World of Russia. 2009. Volume XVIII. Number 3.]
5. Huselid M.A., Jackson S.E., Schuler R.S. (1997) Technical and strategic human resource management effectiveness as determinants of firm performance // Academy of Management Journal, Vol. 40, pp. 171-88.
6. Lindholm J. et al. (Eds.) Encyclopedia of Human Resource Management, Human Resources and Employment Forms, Vol. 2 Wiley, 2012 .-- 384 p.
7. Noe R., Hollenbeck J., Gerhart B., Wright P. Fundamentals of Human Resource Management 4 edition McGraw-Hill / Irwin, 2011. - 589 p.
8. Pfeffer J. (1998) Seven practices of successful organizations // California Management Review, Vol. 40 No. 2, pp. 96-124.
9. Schuler, R.S., Dolan, S. and Jackson, S.E. (2001), "Introduction", International Journal of Manpower, Vol. 22, pp. 195-7.
10. Ulrich D., Brockbank W. (2005) The HR Value Proposition. Boston: Harvard Business School Press.

11. Klochkov V.V. Human capital and its development. In the book: Economic theory. Transforming economy. // Ed. I.P. Nikolaeva. - M.: UNITI, 2004
12. Shishov R.F. Developing and using a job profile. 2012. Personnel Development Management, no. from. 314-325
13. Shkurikhina O.A. Adaptation of top and middle-level personnel: stages of the process // Human potential management. 2007. No. 3. S. 234-249. □

10. Methodical instructions for students on mastering the discipline (module)

Seminars for graduate students are held in the form of a discussion using the following active and interactive learning technologies.

Seminar-discussion - communication of participants in the form of a dialogue, during which theoretical and practical problems of the course are discussed and solved. The most pressing problematic issues of the discipline under study are brought up for discussion. The main task is to identify the existing diversity of points of view of the participants on the issue or problem and, if necessary, a comprehensive analysis of each of them. Each of the participants in the discussion must learn to accurately express their thoughts in a report or speech on the issue, actively defend their point of view, reasonably object, refute an erroneous position.

A round table is one of the ways to organize the discussion of a certain issue. This method is characterized in that:

- the purpose of the discussion is to summarize ideas and opinions on the problem under discussion;
- all participants of the round table act as proponents (they must express their opinion on the issue under discussion, and not on the opinions of other participants);
- the lack of a set of several roles is not typical for all round tables;
- all participants in the discussion are equal; no one has the right to dictate their will and decisions. This model of discussion, based on agreements, yields results as outcomes, which, in turn, are new agreements. A round table can be considered a part of a seminar where a free discussion of a topic is held

11. Methodical instructions for writing a creative work in the discipline "Innovation in the human resource management system"

Methodical instructions for writing a creative work in the discipline "Innovation in the human resource management system"

The purpose of creative work is to develop the ability for scientific research in the study of literary sources and regulatory and instructional materials, deepening knowledge and consolidating practical skills in human capital management in an innovative economy.

The work should offer solutions to problematic issues. The conclusion should reflect the summary conclusions of the work performed. The conclusion should be specific and based on the materials of all previous research.

12. Fund of assessment tools for intermediate certification of students in the discipline (module) (attached)

Materials for assessing the level of mastering the educational material of the discipline «Innovations in the human resource management system» (evaluation materials), including a list of competencies indicating the stages of their formation, a description of indicators and criteria for assessing competencies at various stages of their formation, a description of the assessment scales, standard control tasks or other materials necessary for assessing knowledge, skills, skills and (or) experience of activity, characterizing the stages of the formation of competencies in the process of mastering the educational program, methodological materials that determine the procedures for assessing knowledge, skills, skills and (or) experience of activities that characterize the stages of formation competencies are developed in full and are available for students on the discipline page at TUIS RUDN.

The program has been drawn up in accordance with the requirements of the OS VO of RUDN University.

Developers:

PhD., Associate professor



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