

Irkutsk National Research Technical University

Baikal Institute of BRICS

Master English-taught Program

BUSINESS ADMINISTRATION

Human Resource Management

Lecturer



Natalia V. Lisovskaya

HR business-consultant
Certified team coach; certified professional coach
(ACC ICF – Associate Certified Coach through the
International Coaching Federation)

EDUCATION

PhD in Labor Economics (2000)
Certified Professional Coach (2018)
Certified Professional in Project Management (2012)
Specialist in HRM (1995)

RESEARCH FIELDS

Empirical research methods in Management and
Human Resource Management, Cross cultural
management



Course at a Glance

The main goal of the course is to give a balanced introduction to the key elements of the human resource management and to provide the participants understanding how human resources can affect business practices.

Basic and advanced principles and techniques of human resource management.

Total academic hours: 108

Contact hours: 13 (seminars)

Self study: 95



Students will be able to:

- Understand and appreciate the importance of human resource management as a central management function in a company.
- Know the elements of the HR function (e.g. – recruitment, selection, training and development, etc.) and be familiar with each element's key concepts & terminology.
- Apply the main principles and techniques of human resource management gained through this course to the discussion of major personnel issues and the solution of typical case problems.



Course content

- Introduction to the course. Meaning and Role of Human Resource Management today. Human Resource issues in doing global business.
- Human Resource Management and Strategic Management & Planning.
- Stuffing: Recruitment. Selection.
- Effective ways of working: Motivating employees. Flexible working practices. Team working.



Course content (2)

- Performance management.
- Learning and Development: Lifelong Learning and Doing. Specialized training arrangements.
- Organizational culture and human resource management.
- Managing successfully across cultures.



Prerequisites

The course is based on the knowledge and competences provided by the following disciplines:

- Management
- Theory of Organization and Organizational Behavior



Teaching approaches:

- Lectures and seminars
- In-class special cases-study
- Analyzing video-cases for specific topics
- Group research project
- Final paper based on the presentation
(and incorporating the feedback from the presentation)
- Mid term test and final written examination



Expectations of participants work

- each participant is expected to **proactively attend in class-work**;
- well prepared and analyzed group presentation on chosen topic;
- written final paper on the prepared presentation (revised after feedback from the presentations from another participants and professor).

Required Reading:

An Introduction to Human Resource Management.

John Stredwick, Routledge, 2013.

International Human Resource Management.
Managing people in a multinational context

Peter J. Dowling, Denice E. Welch, Randall S. Schuler. – 2016.

Suggested Reading:

High Performance HR: Leveraging Human Resources for competitive advantage.

David S. Weiss. – 2018

Useful Internet resources:

<https://hbr.org/>

<https://www.executiveplanet.com>

<https://www.corporateleadershipcouncil.com>

Society of HRM, USA

<https://www.shrm.org>

International journal of HRM

<https://www.taylorandfrancis.metapress.com>

International Business Ethics Insitute, USA

<https://www.business-ethics.org>



Contacts

Baikal Institute of BRICS

664074, Irkutsk, Lermontov street № 83,

E-mail: admission@istu.edu

Phone: +7(3952) 40-52-15

Natalia V. Lisovskaya (lecturer)

E-mail: chaikinanv@gmail.com

Skype: nataliachaikina

Contact time: by agreement