

PERSONNEL MANAGEMENT AND LABOR ORGANIZATION
Annotation TO THE CURRICULUM OF A HIGHER EDUCATION INSTITUTION
Course of study 1-25 01 07 "Economics and management at the enterprise"

	The form of study is full-time (full-time)
Course	3
Semester	6
Lectures, hours	34
Practical Classes hours	34
Exam semester	6
Classroom hours in the academic discipline	68
Independent work hours	88
Total hours of academic discipline /credits	156/4

1. Summary of the academic discipline The academic discipline "Personnel management and labor organization" forms a complex of knowledge among students about the principles of labor organization and personnel management at various enterprises, the basics of scientific motivation and remuneration, ways and methods of reducing costs at the enterprise with effective personnel management.

2. Learning outcomes As a result of studying the discipline , the student must.

To know:

- historical aspect of the development of modern management schools;
- methods of planning, hiring and personnel management in modern conditions;
- existing management structures in organizations and ways to restructure them to improve operational efficiency;
- the essence of economic aspects in the technique of personnel regulation in organizations;
- modern methods of labor rationing and determination of working time costs;
- the order of organization and maintenance of workplaces;
- personnel certification procedure;
- modern wage systems.

Be able to:

- organize the certification of personnel and workplaces;
- be able to justify the most effective methods of remuneration for specific production conditions;
- taking into account current software products, apply modern methods in the formation and reorganization of management structures to improve manageability and reduce costs in organizations;
- apply effective methods of staff motivation to increase labor productivity;
- to carry out the organization and economic assessment of personnel activities.

Own:

- methods of personnel evaluation;
- methods and procedures for certification of personnel and workplaces;
- the procedure for hiring staff and the formation of the staffing table;
- forms of remuneration;
- methods of labor rationing.

3. Formed competencies The development of this academic discipline should ensure the formation of the following competencies:

Codes of formed competencies	Names of formed competencies
SLK-3	have interpersonal communication skills
PC - 5	to master modern techniques of managerial decision-making
PC-10	to ensure staff development
PC-23	be able to make informed decisions in the face of business uncertainty

4. Educational technologies When studying the discipline, a modular rating system for assessing students' knowledge is used. The use of forms and methods of conducting classes in the study of

various topics of the course: traditional, multimedia, discussions, conversations, business games, settlement.