



**SYLLABUS OF THE SUBJECT**  
**«Human Resources Management in the Transport Industry»**

**Educational Professional Program:** «Air Transportation Management»

**Field of study:** 27 «Transport»

**Speciality:** 275 «Air Transport Technologies»

**Specialization:** 275.04 «Air Transport Technologies»

<b>Higher Education Degree</b>	First (Bachelor)
<b>Subject status</b>	Academic subject of selective subjects cycle
<b>Course of study</b>	1
<b>Semester</b>	1
<b>Subject volume, ECTS credits / total amount of hours</b>	4,0/120
<b>Language</b>	Ukrainian, English
<b>To be studied (study subject)</b>	The task of human resource management is to know the patterns and factors of behavior and their application in achieving the goals of the organization, taking into account the personal and group interests of staff. The subject of study is: personnel management of the enterprise (organization); behavior management; management of the process of staff release; management of socio-professional promotion; social sphere management; conflict management; management of social and labor relations; stress management; management of labor adaptation of personnel.
<b>Why is it interesting and must be learned? (purpose)</b>	The purpose of teaching the discipline is to ensure a sufficient level of competence of specialists for the transport industry in the management of human resources at enterprises, airports and airlines, the study of the main tasks of personnel management in transport.
<b>What is studied? (learning results)</b>	Knowledge will be formed: <ul style="list-style-type: none"> <li>• basic concepts of human resource management;</li> <li>• human resources management system in the transport sector;</li> <li>• personnel management as a social system;</li> <li>• personnel policy of the organization;</li> <li>• human resources planning in the transport sector;</li> <li>• methods and stages of planning;</li> <li>• the necessary information on the selection criteria;</li> <li>• methods of recruitment and selection of employees;</li> <li>• methods and ways of integrating the employee into the team;</li> <li>• types of management strategies, implementation of strategies;</li> <li>• motivation and stimulation of civil aviation workers;</li> <li>• basic tools for staff development;</li> <li>• forms of professional training and retraining of employees;</li> <li>• management of labor relations in the team;</li> <li>• the impact of corporate culture on aviation security;</li> <li>• foreign experience in human resource management.</li> </ul>
<b>How is it possible to use the gained</b>	- Ability to take into account the human factor in transport technologies; - Ability to critically analyze and solve practical problems in the field of air

<b>knowledge and skills? (competencies)</b>	transport and related industries to ensure timely decisions, taking into account technical, regulatory, commercial, political, social and environmental constraints; - Ability to use professional knowledge and practical skills of technology, organization and management of air passenger traffic to solve engineering problems in production.
<b>Academic logistics</b>	<b>Subject program: Module № 1 "Fundamentals of human resource management in the transport industry"</b> Topic 1. Basic concepts of human resource management. Topic 2. Personnel policy of the organization. Topic 3. Organization of recruitment and selection of personnel. Topic 4. Integration of a new employee in the organization. Topic 5. Motivation of human resources in the organization. Topic 6. The role and importance of corporate culture. Conflicts. Topic 7. Human resources development management. Topic 8. Evaluation of staff activities. <b>Types of classes:</b> lectures, laboratory classes <b>Teaching methods:</b> explanatory-illustrative method; problem statement method; reproductive method; research method <b>Forms of study: full-time, part-time</b>
<b>Prerequisites</b>	The subject is based on following subjects "Human Factor in Aviation", "General Course of Transport", "Fundamentals of the Theory of Transport Processes and Systems".
<b>Post-requisites</b>	The subject is base for studying the following subjects: "Fundamentals of Transport Companies", "Quality Management, Risk and Audit of Airlines".
<b>Information support from the fund and repository of NAU library</b>	<b>Basic concept of guidance:</b> 1. Управління людськими ресурсами: практикум / уклад. Н.М. Передерій – К. : НАУ, 2021. – 76 с. 2. Мороз О. С. Управління людськими ресурсами: навчальний посібник/ МОН України, Запорізька державна інженерна академія. – Запоріжжя: ЗДІА, 2015. – 324 с. 3. Гавриш О.А., Довгань Л.Є., Сімченко Н.О., Ситник Н.І., Грамотнєв В.Є. Управління персоналом сучасної організації. Навч. посібник. – К.: ВПК «Політехніка» ВПІ НТУУ «КПІ», 2011. – 496 с. 4. Петрова І. Л. Стратегічне управління людськими ресурсами: навчальний посібник/ МОН МС України, Київський національний економічний університет ім. Вадима Гетьмана. – Київ: КНЕУ, 2013. – 466 с. 5. Руденко О. М., Штурхецький С. В., Шершньова О. В., Філіпова Н. В. HR-менеджмент у публічному управлінні: навчальний посібник/ МОН України, Чернігівський національний технологічний ун-т. – Київ: Кондор, 2016. – 124 с.
<b>Location and logistics</b>	Classroom of theoretical training, laptop, mobile device (phone, tablet) with Internet connection for: communication and surveys; homework; performing tasks of independent work; testing (current, boundary, final control)
<b>Semester control, examination techniques</b>	Graded Test, Testing

<b>Department</b>	Air Transportation Management Department	
<b>Faculty</b>	Faculty of Transport, Management and Logistics	
<b>Lecturer(s)</b>		<b>SHEVCHENKO YULIYA VIKTORIVNA</b> <b>Position:</b> Associate Lecturer <b>Scientific Degree:</b> PhD in Economics <b>Academic Status:</b> Associate Professor <b>Teacher profile:</b> <a href="https://scholar.google.ru/citations?user=1LshTw0AAAAJ&amp;hl=ru">https://scholar.google.ru/citations?user=1LshTw0AAAAJ&amp;hl=ru</a> <b>Тел.:</b> 044 406-70-94 <b>E-mail:</b> <a href="mailto:yuliia.shevchenko@npp.nau.edu.ua">yuliia.shevchenko@npp.nau.edu.ua</a> <b>Location:</b> 2.105
<b>Originality of the subject</b>	Author's course, teaching in English	
<b>Link to the subject</b>	<a href="https://er.nau.edu.ua/handle/NAU/42469">https://er.nau.edu.ua/handle/NAU/42469</a>	