



**The syllabus of the discipline**  
**"MODERN METHODS OF STRATEGIC PERSONNEL MANAGEMENT IN**  
**THE TRANSPORT INDUSTRY"**

**Educational and professional program "Organization of transportation and management of transport (air)"**

**Field of knowledge: 27 "Transport"**

**Specialty: 275 "Transport technologies (by air)"**

**Specialization: 275.04 "Transport technologies (by air)"**

<b>Level of higher education</b>	Second (master's)
<b>Discipline status</b>	The discipline of the selective component
<b>Course</b>	1
<b>Semester</b>	2
<b>The scope of discipline, ECTS credits / hours</b>	4,0/120
<b>Language of instruction</b>	Ukrainian, English
<b>What will be studied (subject of study)</b>	The discipline is a component of the theoretical basis of knowledge and skills for the study of technological disciplines for training in the field of transportation.
<b>Why it is interesting / necessary to study (goal)</b>	The purpose of the discipline is to form students' theoretical knowledge and practical skills of using world experience in personnel management, based on unique quantitative assessments and the relationship of the strategy of transport companies with key indicators of efficiency (success) of functional units and individual workers.
<b>Why you can learn (learning outcomes)</b>	<ul style="list-style-type: none"> <li>– Search for the necessary information in the scientific and technical literature, databases, other sources, analyze and objectively evaluate information in the field of transport systems and technologies and related cross-sectoral issues;</li> <li>– Freely discuss in state and foreign languages issues of professional activity, projects and research in the field of transport systems and technologies orally and in writing;</li> <li>– Make effective decisions in the field of transport systems and technologies, taking into account technical, social, economic and legal aspects, generate and compare alternatives, assess the necessary resources and constraints, analyze risks;</li> <li>– Communicate their knowledge, decisions and the basis for their adoption to specialists and non-specialists in a clear and unambiguous form;</li> <li>– Ensure the safety of people and the environment during professional activities and projects in the field of transport systems and technologies;</li> <li>– Manage complex technological and production processes of transport systems and technologies, including unpredictable ones and those that require new strategic approaches;</li> <li>– Organize the work of staff, ensure their professional development and objective evaluation.</li> </ul>
<b>How to use the acquired knowledge and skills (competence)</b>	<ul style="list-style-type: none"> <li>– Ability to motivate people and move towards a common goal;</li> <li>– Ability to communicate with representatives of other professional groups of different levels (experts from other fields of knowledge / types of economic activity);</li> <li>– Ability to evaluate and ensure the quality of work performed;</li> <li>– Ability to generate new ideas (creativity);</li> </ul>

s)	<ul style="list-style-type: none"> <li>– Ability to research and manage the operation of transport systems and technologies;</li> <li>– Ability to formulate, analyze technological, technical, economic and financial problems in air transport, which may be related to both commercial practice and transport operations;</li> <li>– Ability to apply modeling and optimization methods to study and improve the efficiency of air transport systems and their management processes.</li> </ul>
<b>Educational Logistics</b>	<p><b>Course Content: Module № 1 "Conceptual models of strategic personnel management of transport enterprises"</b></p> <p>Topic 1. Conceptual approaches to personnel management.</p> <p>Topic 2. Dynamics of personnel management functions.</p> <p>Topic 3. Legal support of personnel services of enterprises. Personnel record keeping of domestic enterprises.</p> <p>Topic 4. Organizational structures of the personnel management service of transport enterprises.</p> <p>Topic 5. Balanced system of indicators of the transport enterprise. Component of training and development of personnel of the transport enterprise. Business processes of personnel management.</p> <p>Topic 6. Key indicators of a balanced system of indicators and their cascading by levels of hierarchy. Quantitative determination of the value of an employee of a transport company.</p> <p>Topic 7. Quantitative determination of the value of positions for the transport company. Competency matrices. Formation of a fair motivational mechanism of the transport enterprise in the grade system of job evaluation.</p> <p>Topic 8. Quantitative assessment of the image of the transport company in the labor markets.</p> <p><b>Types of classes:</b> lectures, laboratory classes</p> <p><b>Teaching methods:</b> explanatory-illustrative method; problem statement method; reproductive method; research method</p> <p><b>Forms of study:</b> full-time,</p>
<b>Prerequisites</b>	The discipline is based on knowledge of such disciplines as: "Methodology of applied research in the field of transport technologies (by types)", "Project management in the transport industry", "Management in integrated transport systems"
<b>Details</b>	Навчальна дисципліна є базою для вивчення таких дисциплін, як: «Транспортно-експедиторська діяльність», «Інженерне забезпечення авіаційних перевезень», «Математичні методи моделювання та оптимізації транспортних систем і процесів»
<b>Information support from the repository and fund of NTB NAU</b>	<p>1. Управління персоналом : навч. посібник для вузів / М.Д. Виноградський [ та ін.] Київський економічний ін-т менеджменту . - К. : Центр навчальної літератури, 2016 - 500 с.</p> <p>2. Лук'янихін, В. О. Менеджмент персоналу: навч. посібник для вузів / В.О. Лук'янихін. - Суми : Університетська книга, 2015. - 590 с.</p> <p>3. Дерев'янка Т.А., Данілова Т.Г. Використання оцінки персоналу в системі навчання робітників сфери туризму / Матеріали міжнародної науково-практичної конференції «Рекреаційний потенціал Прикарпаття», І-Ф, 2018. – С. 133 – 139.</p> <p><b>Information resources on the Internet</b></p> <p>1. Adizes I. Training "Creating a team". - Electronic resource. - <a href="http://www.h-c-dev.ru/srd/url_7_2.html">http://www.h-c-dev.ru/srd/url_7_2.html</a></p> <p>2. Adizes I. Video-lecture "Type of worker" Dead Stump "<a href="http://www.h-c-dev.ru/srd/url_9_2.html">http://www.h-c-dev.ru/srd/url_9_2.html</a></p> <p>3. Adizes I. Video lecture "Who is the leader". <a href="http://www.h-c-dev.ru/srd/url_4_2.html">http://www.h-c-dev.ru/srd/url_4_2.html</a></p>
<b>Location and logistics</b>	Theory 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 methods</b>	Differentiated credit, testing

<b>Department</b>	Organization of air transportation
<b>Faculty</b>	Faculty of Transport, Management and Logistics
<b>Teacher (s)</b>	<p><b>Shevchenko Yuliya Viktorivna SHEVCHENKO</b>  <b>Position:</b> Associate Professor  <b>Scientific degree:</b> Candidate of Economic Sciences  <b>Academic title:</b> Associate Professor  <b>Teacher profile:</b>  <a href="https://scholar.google.com/citations?hl=ru&amp;user=1LshTw0AAAAJ&amp;view_op=list_works&amp;authuser=1&amp;gmla=AJsN-F6Qxi5t-KphI9mpM4iFlrI5kc_cYwthgPEf2epINsVquufd_p3gt1imNt5JLm9BEaUwksI51M5gSqtGj3AR55-I74MQfxkTnQIh75bWXvvN4SLjiPQ&amp;gmla=AJsN-F4rgL5r4tTQkxoOSVskPvJ9SUuqF-rOdNpKXmh5e44ueD0x4U1GMt9SDP-Z-HLr9uy2UM90X3GgMFoRvIr6O3sIU-6gsb1l1TOPIL18H6sYN4lcl7fbuKWAEcg9Uj6ZcdIoJ599CJaZCcwGIjxbB-bwt74hWw&amp;sciund=18206629490321975315&amp;gmla=AJsN-F67rRInRvc6rea6t-ASYh9VNqrxHozx3AgK_VNdLXCZffv98XuNn6K8BCrgXlUnlE8PK9C9E3CjhU4c6u1nC6uQ989xfoS-q8ebXjuSb6lko4J1QrD7qY7_z-x1scdavmPXDcMXiyBf5ThONn8Gnqb51Xpu3Q&amp;sciund=11672153039103789972">https://scholar.google.com/citations?hl=ru&amp;user=1LshTw0AAAAJ&amp;view_op=list_works&amp;authuser=1&amp;gmla=AJsN-F6Qxi5t-KphI9mpM4iFlrI5kc_cYwthgPEf2epINsVquufd_p3gt1imNt5JLm9BEaUwksI51M5gSqtGj3AR55-I74MQfxkTnQIh75bWXvvN4SLjiPQ&amp;gmla=AJsN-F4rgL5r4tTQkxoOSVskPvJ9SUuqF-rOdNpKXmh5e44ueD0x4U1GMt9SDP-Z-HLr9uy2UM90X3GgMFoRvIr6O3sIU-6gsb1l1TOPIL18H6sYN4lcl7fbuKWAEcg9Uj6ZcdIoJ599CJaZCcwGIjxbB-bwt74hWw&amp;sciund=18206629490321975315&amp;gmla=AJsN-F67rRInRvc6rea6t-ASYh9VNqrxHozx3AgK_VNdLXCZffv98XuNn6K8BCrgXlUnlE8PK9C9E3CjhU4c6u1nC6uQ989xfoS-q8ebXjuSb6lko4J1QrD7qY7_z-x1scdavmPXDcMXiyBf5ThONn8Gnqb51Xpu3Q&amp;sciund=11672153039103789972</a>  <b>Тел.:</b> 044 406-70-94  <b>E-mail:</b> yuliia.shevchenko@npp.nau.edu.ua  <b>Робоче місце:</b> 2.105</p>
<b>Originality of academic discipline</b>	Author's course, teaching in Ukrainian and English
<b>Link to discipline</b>	<a href="https://er.nau.edu.ua/handle/NAU/34200">https://er.nau.edu.ua/handle/NAU/34200</a>