

МІНІСТЕРСТВО ОСВІТИ І НАУКИ УКРАЇНИ
ХАРКІВСЬКИЙ НАЦІОНАЛЬНИЙ ЕКОНОМІЧНИЙ УНІВЕРСИТЕТ
ІМЕНІ СЕМЕНА КУЗНЕЦЯ

ЗАТВЕРДЖЕНО

на засіданні кафедри
здорового способу життя, технологій і
безпеки життєдіяльності
Протокол № 2 від 02.09.2024 р.

ПОГОДЖЕНО

Проректор з навчально-методичної роботи



Каріна НЕМАШКАЛО

УПРАВЛІННЯ ЛЮДСЬКИМ КАПІТАЛОМ

робоча програма навчальної дисципліни

Галузь знань	всі
Спеціальність	всі
Освітній рівень	перший (бакалаврський)
Освітня програма	всі

Статус дисципліни	вибіркова
Мова викладання, навчання та оцінювання	англійська

Розробники:
к.т.н., доцент

Ольга ПРОТАСЕНКО

Завідувач кафедри
здорового способу життя,
технологій і безпеки
життєдіяльності

Андрій ІВАШУРА

Харків
2024

MINISTRY OF EDUCATION AND SCIENCE OF UKRAINE
SIMON KUZNETS KHARKIV NATIONAL UNIVERSITY OF
ECONOMICS

APPROVED

at the meeting of the department
management and business
Protocol № 2 of 02.09.2024

AGREED

Vice-rector for educational and methodical
work




Karina NEMASHKALO

Human capital management
Program of the course

Field of knowledge **All**
Specialty **All**
Study cycle **first (bachelor)**
Study programme **All**


Course status **elective**
Language **English**

Developers:
PhD (Technics),
Associate Professor



Olga PROTASENKO

Head of Healthy Lifestyle,
Technologies and Life Safety
Department



Andrii IVASHURA

Kharkiv
2024

INTRODUCTION

The critical factor in increasing the competitiveness of economic systems at various organisational levels – from the enterprise to the national economy - is a person with unique abilities and capabilities. Developing an innovative economy built on the knowledge economy, carried out in the conditions of strengthening globalisation processes and forming an information society, is only possible with adequate human capital. The latter acts as an essential productive factor of economic development, which includes individual intelligence, health, knowledge, experience, professional skills, high-quality, efficient, creative work, and the ability to master new achievements and produce innovations. Understanding the role of human capital as a critical resource and the main factor in developing economic systems at all organisational levels necessitates the development of the concept of effective management of this resource.

The object of the course is a human capital.

The subject of the course is theoretical, methodological, and practical principles of human capital management.

The purpose of the course is to form the acquirers of the knowledge and competencies necessary for systematic and complex human capital management to increase the economic efficiency of the functioning of economic entities at all levels.

The task of the course is to acquaint students with the theoretical and practical foundations of human capital management.

The results of training and competence formed by the discipline are in Table 1.

Table 1

Learning outcomes and competencies formed by the course

Learning outcomes	Competencies
Demonstrate knowledge of theories, methods and functions of management, modern concepts of leadership	Ability to learn and master modern knowledge
Demonstrate skills in identifying problems and justifying management decisions.	Ability to work in an international context. Ability to adapt and act in a new situation

COURSE CONTENT

Content module 1: The value of human capital for the development of society.

Topic 1. Conceptual foundations of human capital management.

1.1. Actualisation of the problem of human capital management.

Theoretical origins of the concept of human capital. The idea of “human capital” is a comparison with other economic categories.

1.2. Goals, tasks and functions of human capital management.

The goals and purpose of the educational discipline. Human capital management functions. Areas of application of knowledge about human capital. The role of human capital in the economic development of the enterprise, region, and country.

1.3. Social aspects of human capital management.

Features, forms and types of human capital. Components of human capital. The relationship between the development of human capital and the population's level and quality of life.

Topic 2. Formation of human capital.

2.1. Peculiarities of the formation of human capital.

Factors, subjects and priorities of human capital formation.

2.2. The influence of demographic processes on the sphere of human capital.

The current state of the demographic situation in Ukraine and the world. Attracting foreign human capital.

2.3. Education and health as components of human capital.

Education is the main element of human capital. The influence of the health care system on the development of human capital.

Topic 3. Indicators of human capital development.

3.1. The main tools for evaluating human capital.

Indicators of human capital development at the enterprise level. Indicators of evaluation of human capital at the macro level.

3.2. Human development index as an indicator of human capital management results.

Comprehensive human capital assessment system. Ukraine's position among other countries is based on indicators from the Human Development Index. Forecasting the country's development based on the results of human capital assessment.

Content module 2: Human capital management.

Topic 4. Formation of human capital management strategy.

4.1. Factors influencing the strategy of human capital management.

Factors influencing human capital management strategy: job characteristics, labour relations, psychological contract, organisational behaviour.

4.2. Factors affecting the quality of an employee's work.

Organisational factors. The employee's attitude to work. Well-being related to work. Labour relations: nature, meaning, competencies. Trust and labour relations. The environment and features of human capital management.

Topic 5. Strategic management of human capital.

5.1. Human capital management as a management function.

Fundamentals of strategic human capital management. Peculiarities of human capital management at the company level. Areas of personnel management and aspects of the management process (technical-technological, organisational-economic, legal, social-psychological, pedagogical).

5.2. Innovative management of human capital.

Modern strategies of human capital management. Application of modern technologies in human capital management.

Topic 6. Management of human capital at the enterprise.

6.1. Methods of human capital management at the enterprise level.

Tools can be used to stimulate the professional development of the company's employees. Indicators characterise the effectiveness of the functioning of human capital at the enterprise level, the method of their calculation and the necessary sources of information for this.

6.2. Principles of corporate culture. Their role in human capital management.

The concept of "corporate culture". Basic principles of corporate culture. Mechanisms of implementing corporate culture in the company.

Topic 7. Human capital management at the state and local levels.

7.1. State bodies' role in ensuring human capital development.

The state system for supporting human capital development and the peculiarities of its functioning. State programs for the human capital development.

7.2. The role of public organisations in forming human capital in the country.

Forming a proposal for a survey of community residents aimed at identifying problems in the formation of human capital at the local level and substantiating measures to solve them.

Topic 8. Management of investments in human capital.

8.1. Analysis of the costs of enterprises for the formation of human capital.

Investments in human capital at the enterprise level. Formation of the economic policy of the enterprise for the development of human capital. Enterprise programs support the health of employees and encourage employees to lead a healthy lifestyle.

8.2. Data analysis on expenditures of the State Budget of Ukraine on education and health care.

Investments in human capital at the state level. Formation of economic policy for human capital development (taxes, state expenditures and the budget). State policy in the field of health care. Provision of regional and state institutional support.

Topic 9. Analysis of international experience in human capital management.

9.1. Experience of foreign companies in human capital management.

American approach to human capital management. European model of human capital management. The Japanese model of human capital management. The problem of human capital management in developing countries. Tasks and main directions of human capital development in Ukraine.

9.2. Prospective directions for the development of human capital management.

Globalisation and international management of human capital. Impact of globalisation on the global labour market. Methods of choosing a relevant human capital management strategy. Information support of the human capital management system. A model of the formation of an automated complex of human capital management tasks. Selection of strategic alternatives.

The list of practical studies in the course is given in table 2.

Table 2

The list of practical studies

Name of the topic and/or task	Content
Topic 1. Task 1	Analysis of the main provisions of the concept of human capital
Topic 2. Task 2	Analysis of scientific views of scientists on the concept of human capital management
Topic 2. Task 3	Demographic factors of formation and use of human capital
Topic 3. Task 4	Human Development Index
Topic 3. Task 5	Methods of evaluating human capital
Topic 4. Task 6	Concept and strategies of human capital management
Topic 4. Task 7	Development of human capital management strategy
Topic 5. Task 8	Organisational-economic and social-psychological aspects of personnel management
Topic 5. Task 9	Analysis of modern technologies in human capital management
Topic 6. Task 10	Methods of stimulating the professional development of the company's employees
Topic 6. Task 11	The principles of the company's corporate culture
Topic 7. Task 12	Indicators of the effectiveness of human capital functioning at the enterprise level
Topic 7. Task 13	Indicators of the effectiveness of the functioning of human capital at the state level
Topic 8. Task 14	Investments in human capital
Topic 9. Task 15	Globalisation and international management of human capital

The list of self-studies in the course is given in table 3.

Table 3

List of self-studies

Name of the topic and/or task	Content
Theme 1-9	Literary search and overview
Theme 1-9	Preparing for test

The number of hours of lectures, practical studies and hours of self-study is given in the technological card of the course.

TEACHING METHODS

In the process of teaching the course, in order to acquire certain learning outcomes, to activate the educational process, it is envisaged to use such teaching methods as:

Verbal (lecture (Topics 1-4, 7, 8), provocation lecture (Topic 5), problematic lecture (Topic 9)).

Visual (demonstration (Topic 1-9)).

Practical (practical work (Topic 1-9), group works (Topic 2, Topic 5, Topic 7-9), case studies (Topic 2, Topic 6)).

FORMS AND METHODS OF ASSESSMENT

The University uses a 100-point cumulative system for assessing the learning outcomes of students.

Current control is carried out during lectures and practical classes and is aimed at checking the level of readiness of the student to perform a specific job and is evaluated by the amount of points scored: maximum amount is 100 points; minimum amount required is 60 points.

The final control includes current control and assessment of the student.

Semester control is carried out in the form of grading.

The final grade in the course is determined by the amount of all points received during the current control.

During the teaching of the course, the following control measures are used:

Current control: competence-oriented task (60 points), tests (40 points).

Semester control: Grading.

More detailed information on the assessment system is provided in technological card of the course.

RECOMMENDED LITERATURE

Main

1. Diebolt C. Human Capital and Regional Development in Europe / C. Diebolt, R.Hippe. – Springer Cham, 2022. – 141 p.
2. Wilkinson A. Human Resource Management at Work / A. Wilkinson. – Kogan Page, 2020. – 568 p.
3. Dowling P. International Human Resource Management / P. Dowling, M. Festing, A. D. Engle. – Cengage, 2023. – 835 p.
4. Koman G. The Possibilities of Using Artificial Intelligence as a Key Technology in the Current Employee Recruitment Process / G. Koman, P. Boršoš, M.

Kubina // Administrative Sciences. – 14(7). – P. 157.
<http://https://www.tandfonline.com/doi/full/10.1080/1331677X.2024.2324160>.

Additional

5. Назаров Н. К. Людський капітал: гендерні аспекти формування та регулювання / Н. К. Назаров, Г. В. Назарова // Сталий розвиток економіки. – 2024. – №2 (49). – С. 49-55.
<https://economdevelopment.in.ua/index.php/journal/article/view/938>

6. Писарчук О. В. Освітня компонента формування людського капіталу: відстрочені наслідки від втрат / О. В. Писарчук // Управління інноваційним розвитком соціально-економічних систем : колективна монографія [Електронне видання] / під заг. ред. д.е.н., проф. Храпкіної В.В., к.е.н., доц. Пічик К.В. – Київ : Видавничий дім “Кієво-Могилянська академія”, 2024. – С. 488-496.
<https://ekmair.ukma.edu.ua/items/fe3fb3e0-2ee3-452c-9e7c-6b87a0f1b197>.

7. Стрижак О. Особливості взаємозв'язку рівня розвитку людського капіталу й цифрових технологій у контексті формування суспільства 5.0 / О. Стрижак // Agricultural and Resource Economics: International Scientific E-Journal. – 2022. – 8(3). – P. 224-243. <http://repository.hneu.edu.ua/handle/123456789/28545>.

8. Гончарова С. Ю. Проблеми професійного розвитку управлінського персоналу підприємства / С. Ю. Гончарова, П. П. Хоменко // Сучасні тренди соціально-економічних перетворень та інтелектуалізації суспільства в умовах сталого розвитку : тези доповідей Міжнародної науково-практичної конференції, 10 лист. 2022 р. : тези допов. [Електронний ресурс] – Запоріжжя: НУ “Запорізька політехніка”, 2022. – С. 102-104.
http://repository.hneu.edu.ua/bitstream/123456789/28341/1/Honcharova%2C_Homenko_tezy.pdf.

Information resources

9. Українська мережа новин “Korrespondent.net” : веб-сайт. URL: www.korrespondent.net.

10. Офіційний сайт Державного статистичного управління України : веб-сайт. URL : <http://www.stat.gov.ua>

11. Офіційний сайт Всеукраїнської Асоціації кадровиків : веб-сайт. URL: <http://kadrovik.ua/>