



Утвърдил:

Декан

Дата

СОФИЙСКИ УНИВЕРСИТЕТ "СВ. КЛИМЕНТ ОХРИДСКИ"

Факултет: Философски

Специалност: (код и наименование)

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Трудови пазари и развитие на човешките ресурси

УЧЕБНА ПРОГРАМА

Дисциплина:

И	3	0	5
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International Human Resource Management, на английски език

Преподавател: Проф. дпсн Ирина Любенова Зиновиева

Учебна заетост	Форма	Хорариум
Аудиторна заетост	Лекции	15
	Семинарни упражнения	15
	Практически упражнения (хоспетиране)	
Обща аудиторна заетост		30
Извънаудиторна заетост	Реферат	
	Доклад/Презентация	15
	Научно есе	
	Курсов учебен проект	30
	Учебна екскурзия	
	Самостоятелна работа в библиотека или с ресурси	15
Обща извънаудиторна заетост		60
ОБЩА ЗАЕТОСТ		90
Кредити аудиторна заетост		1
Кредити извънаудиторна заетост		2
ОБЩО ЕКСТ		3

№	Формиране на оценката по дисциплината ¹	% от оценката
1.	Workshops {информационно търсене и колективно обсъждане на доклади и реферати)	

¹ В зависимост от спецификата на учебната дисциплина и изискванията на преподавателя е възможно да се добавят необходимите форми, или да се премахнат ненужните.

2.	Участие в тематични дискусии в часовете	20
3.	Демонстрационни занятия	
4.	Посещения на обекти	
5.	Портфолио	
6.	Тестова проверка	
7.	Решаване на казуси	10
8.	Текуща самостоятелна работа /контролно	
9.		
10.		
11.		
12.	Разработка и защита на курсова работа	70

Анотация на учебната дисциплина:

The course combines theoretical and practical aspects. It seeks to provide first hand information on the newest trends in the International Human Resource Management. Its content also draws from the personal experience of the author. For five years she has worked in Brussels as project manager in two major research and consultancy projects for the Brussels Regional Government on the attractiveness of Brussels for the knowledge economy and on attracting and retaining highly qualified professionals in Brussels. She has long-term experience in HR and organization development consulting for international companies, i.e. UNISYS Corporation, London and Saville and Holdsworth Ltd., Paris; Headquarters of Bulgarian Companies such as Unicredit Bulbank and the Bulgarian Telecom (the predecessor of Vivacom), and international organizations such as the Council of Europe.

Предварителни изисквания:

None

Очаквани резултати:

Basis understanding of the interaction between global and local policies in the international HRM; orientation in the global war for talent; designing and basic ideas of implementing programmes for intercultural team-building; planning training for expats and their families; performance management systems and their digital basis.

Учебно съдържание

№	Тема:	Хорариум
1	Global Economy and Digitalization Challenges	2 h lectures
2	Global Company and New Trends in Corporate Management.	1 h lectures + 2 h seminars
3	Outsourcing and Creation nets. Harnessing the Power of Crowdsourcing.	2 h lectures + 2 h seminars
4.	Global Staffing and Global Talent Management Systems.	2 h lectures + 2 h seminars
5.	International Career and Expats	2 h lectures + 2 h seminars
6	Multicultural Environment and Globally Distributed Teams	2 h lectures + 2 h

		seminars
7	Global Performance Management Systems	2 h lectures + 2 h seminars
8	Local & Global in International HR. HR Practices in Different World Regions and Countries	2 h lectures + 3 h seminars

***Preparation and Defense of a Research Project:
Analysis of a Global Company HRM Policies in Bulgaria***

Evaluation criteria

Mark “Excellent”	Adequate selection of facts and in-depth analysis, correct professional terminology usage.
Mark “Very good”	Adequate selection of facts, correct analysis, some problems in the analysis and argumentation.
Mark “Good”	Basic selection of facts, basic analysis, problems in argumentation.
Mark “Satisfactory”	Scarcity of adequate facts and basic analysis.

Recommended Literature

Basic Source:

Briscoe, Dennis, Randall Schuler, & Ibraiz Tarique (2020). **International Human Resource Management : Policies and Practices for Multinational Enterprises** / Dennis Briscoe, Randall Schuler, Ibraiz Tarique. - 5th ed., New York : Routledge (or 4th ed. – 2012).

Reiche, B. Sebastian, Anne-Wil Harzing, & Helene Tenzer (2018). **International Human Resource Management**- 5th ed., London: Sage

Additional Sources:

Armstrong, A. A. (2012). **Handbook of Human Resource Management Practice**. London: Kogan Page. (12th Ed.)

Stahl, G.K., Björkman, I. (Eds.) (2012). Handbook of Research in International Human Resource Management. Cheltenham,UK: Edgar Allan. (2nd Ed.)

Zinovieva, I. , R. Pepermans (2008). Brussels, Belgium and the Knowledge Economy. Antwerp: Garant.

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