



CERTIFICATE

Olha Hetman



This indicates that



"STRATEGIES FOR DEVELOPMENT OF MANAGEMENT AND PUBLIC GOVERNANCE: PERSONNEL POLICY" Training consists of 6 ECTS credits (180 hours): (International Curriculum, Sofia, Bulgaria)

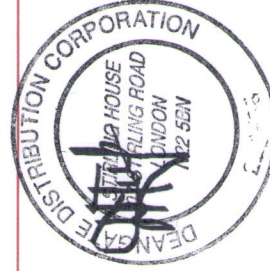
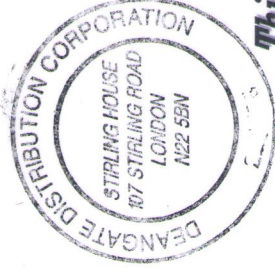
Module 1: HUMAN RESOURCES POLICY AND HUMAN RESOURCES STRATEGY OF THE ENTERPRISE Theoretical digression of personnel policy and strategy of the enterprise in modern conditions in countries with market economies an important place is occupied by the competitiveness of the enterprise. (December, 2021)

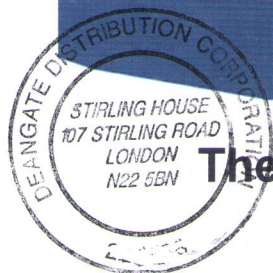
Module 2: STRATEGIC MANAGEMENT OF HUMAN RESOURCES DEVELOPMENT OF THE ORGANIZATION Reforming various spheres and branches of the national economy places new demands on the human resources of organizations. The staff of organizations must be able to have a deep understanding of the problems and key trends in the areas in which these organizations operate, the application of a wide range of skills needed to implement and manage the changes that are taking place. (January, 2022)

Module 3: PERSONNEL MANAGEMENT IN PUBLIC AUTHORITIES Modern conditions of Ukraine's integration into the world economic space are characterized by a significant negative impact of crisis phenomena on the activities of economic entities. The main task of enterprise management in the current situation is to choose adequate anti-crisis development strategies. (February, 2022)

**Lead training
Douglas Homer**

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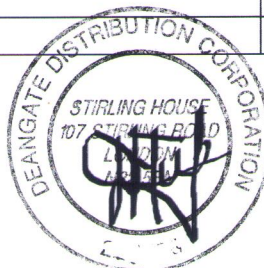


The study load of the internship is 6 credits (180 hours) and is distributed as follows:

Module	Number of hours
Issues of academic mobility, internationalization of scientific research (including regulatory support). (Lecture meetings, consulting within the framework of mastering the program, discussions, trainings, tests). Verification form: offset	40
Modern trends in vocational guidance and career building (Lecture meetings, consulting within the framework of mastering the program, discussions, trainings, tests). Verification form: offset	40
Implementation of a general quality management system in an educational institution (lecture meetings, consulting within the framework of mastering the program, discussions, trainings, tests). Verification form: offset	40
Total hours	120
PRACTICAL PART	
Practical task for module 1: Issues of academic mobility, internationalization of scientific research (including regulatory support).	20
Practical task for module 2: Modern trends in vocational guidance and career building (Lecture meetings, consulting within the framework of mastering the program, discussions, trainings, tests).	20
Practical task for module 3: Implementation of a general quality management system in an educational institution (lecture meetings, consulting within the framework of mastering the program, discussions, trainings, tests).	20
The total number of hours of the practical part	60
Total Hours of ALL TRAINING	180

Lead training

Douglas Homer





"STRATEGIES FOR DEVELOPMENT OF MANAGEMENT AND PUBLIC ADMINISTRATION: PERSONNEL POLICY"

(180 years)

Module 1: HUMAN RESOURCES POLICY AND HUMAN RESOURCES STRATEGY OF THE ENTERPRISE

Theoretical digression of personnel policy and strategy of the enterprise in modern conditions in countries with market economies an important place is occupied by the competitiveness of the enterprise. To achieve this level, the company must pay special attention to its staff and social and labor relations that prevail within the enterprise, so personnel policy is the basis of competitive advantage and a means of success in any enterprise. **(December 2021)**

Module 2: STRATEGIC MANAGEMENT OF HUMAN RESOURCES DEVELOPMENT OF THE ORGANIZATION

Reforming various spheres and branches of the national economy places new demands on the human resources of organizations. The staff of organizations must be able to deeply understand the problems and key trends in the areas in which these organizations operate, the application of a wide range of skills needed to implement and manage the changes that are taking place. Therefore, professionals who work in management positions in various types of organizations face important challenges related to the development of human resources and, consequently, ensuring proper work with staff. The implementation of these tasks will form the basis for improving the efficiency of organizations in the context of reforms, will improve the quality of products and services produced. **(January, 2022)**

Module 3: PERSONNEL MANAGEMENT IN PUBLIC AUTHORITIES

Modern conditions of Ukraine's integration into the world economic space are characterized by a significant negative impact of crisis phenomena on the activities of economic entities. The main task of enterprise management in the current situation is to choose adequate anti-crisis development strategies. The leading place among corporate and functional strategies of the enterprise belongs to personnel strategies which are directed on increase of a competitive position of the enterprise and its separate business units. The main purpose of strategic personnel management of the enterprise is the formation of such human resources and such a system of personnel management that can provide the company with a stable market position, economic stability and strategic development. **(February, 2022)**