

MA IN HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT
(TAUGHT IN ENGLISH)

Brief presentation of the program:

The program was developed in accordance with professional standards of management and development of human resources of the Bulgarian Association for Human Resource Management and Development, the international standards for human resources management of the Chartered Institute of Personnel & Development (CIPD), UK and European and National Qualifications Framework.

The program can be taught in Bulgarian and English.

The training is structured in thematic areas covering the strategic role of human resources and staff providing, new roles of the HR manager as coach, mentor and consultant, training activities and career development, labor relations and personnel security, organization and alteration management, knowledge management, information on human capital and creativity stimulation, innovation and entrepreneurship in the organization.

The program is structured in four semesters: a preparatory module and three major semesters.

The preparatory module teach in strategies and policies for planning and managing the HR, the processes of recruitment, selection and retention of staff, types of interviews in the management of human resources, professional standards for human resources management, assessment and development centers, coaching, mentoring and consulting, best practices in human resource management in a business context; provides knowledge and develops skills for insurance, training and career development of staff.

In the first semester are considered major employment aspects of HRM, performance management activities, reward systems and compensation, health and safety working condition, pensions. The second semester is focused on HR in an international context in terms of globalization and constant change, leadership in organizations, companies and national culture, quality management, project management.

Third semester is paying attention to employer branding as a means of attracting and retaining talents, the talent development conditions, creativity stimulation, innovation and entrepreneurship; the role of information technology and knowledge management. The program pays special attention to the role of lifelong learning and creating habits and skills for continuing professional development through practicum "Continuing Professional Development".

The program offers building on semester for candidates with degree of "Professional Bachelor" from the professional field of "Administration and Management".

Speciality and professional qualification

Speciality: Human resource management and development

Qualification: Manager of Human resource management and development

Practice:

The program includes Continuing Professional Development (Practice) and Internship that enables students to integrate what they have learned and share experiences with practitioners through project work for specific organizations, development of academic and professional portfolio to demonstrate competence. Practices are in accordance with the Professional standards for individuals working in the field of HRM developed by BHRMDA and CIPD.

Graduates competencies:

Graduated Master in Human Resource Management and Development (HRMD) has knowledge and skills in the following:

- strategic planning for HRM; human development and provision of resources; establish and improve labor and employee relations; rewarding and administration associated with HRM;
- Integration of HRM with organizational business strategies and practices;
- Coordination and management of key HR processes at an operational level in accordance with the good practices associated with the provision, analysis and interpretation of information for policy development HRM;
- Development of procedures and practices for HR processes in accordance with legal requirements;
- Recruitment, selection, development and effective utilization of the potential of people in the organization; establish and improve labor relations and employee relations; creation, maintenance and utilization of information systems related to HR;
- Providing and improving the quality of HRM activities, including risk management.

Graduation: The educational graduate degree is completed with a master thesis or state examination upon obtaining the necessary number of credits. The conditions for graduation are set out in the "Standards for completion of Bachelor or Master and qualification degree in NBU."

Profession and possible positions: Graduates can be employed as managers and professionals in management and development of human resources in public institutions, foundations, state and local governmental authorities, private and international companies.

Department: Business administration

List of courses and program structure

Preparatory module

MHRB111D Strategies and policies for planning and management of human resources, Assoc.Prof Elmira Bancheva, Ph.D and Assoc.Prof Yuri Alkalay- 30 hours, 3 credits

MHRB112D Selection and assessment of talents- Assoc.Prof Elmira Bancheva, Ph.D- 30 hours, 3 credits

MHRB113D Learning and Development in the organization, Assist.Prof. Maria Ivanova, Ph.D and Assist. Svetla Dimova - 30 hours, 3 credits

MHRB114D Career Management, Assist. Prof. Alexander Pozharliev, Ph.D - 30 hours, 3 credits

MHRB115D Coaching, mentoring and counseling, Assoc.Prof Elmira Bancheva, Ph.D and Assoc.Prof. Vesselin Penevska - 30 hours, 3 credits

MHRB116D Centers for evaluation and development of HR, Assoc.Prof Elmira Bancheva, Ph.D- 30 hours, 3 credits

MHRB117D Business context and human resource management, Assoc.Prof. Angel Georgiev ,Ph.D and Assist. Maria Ivanova, Ph.D - 30 hours, 3 credits

Extracurricular forms of training (credit courses)

MHRB121D Project: Provision of talents and manpower planning, Assoc.Prof Elmira Bancheva, Ph.D- 30 hours, 3 credits

MHRB122D Individual work: Career Development, Assist. Prof. Alexander Pozharliev, Ph.D- 30 hours, 3 credits

MHRB123D Practice: Continuing Professional Development - I part, Assist. Maria Ivanova, Ph.D - 30 hours, 3 credits

MHRB124D Seminar: Management of activities in the organization and HR managers, Assoc.Prof Elmira Bancheva, Ph.D and Assist. Maria Ivanova, Ph.D - 30 hours, 3 credits

MHRB125D Project: Interviewing Techniques, Assist. Maria Ivanova, Ph.D - 30 hours, 3 credits

MHRB126D Seminar: Personal effectiveness, Assoc.Prof. Angel Georgiev ,Ph.D and Assist. Maria Ivanova, Ph.D - 30 hours, 3 credits

MHRB127D Seminar: The Role of the HR manager in the management of the business, Assoc.Prof Elmira Bancheva, Ph.D and Dimitrinka Stoyanova - 30 hours, 3 credits

First year

Basic courses , first semester

MHRB211D Management of Performance, Assoc.Prof Elmira Bancheva, Ph.D- - 30 hours, 3 credits

MHRB212D system of reward and compensation, Assoc.Prof. Angel Georgiev ,Ph.D and Yulian Uzunov - 30 hours, 3 credits

MHRB213D Labor relations and personnel security, Vasil Ararski - 30 hours, 3 credits

MHRB214D Standards for health and safety at work, Assoc.Prof. Dimitar Panaiotov, Ph.D Stanka Nikolova, Ph.D - 30 hours, 3 credits

MHRB215D Retirement pension systems, Nikolay Nikolov - 30 hours, 3 credits

MHRB216D Diversity management and equal opportunities policies for labor, Assoc.Prof. Dimitar Panaiotov, Ph.D and Emilia Yanakieva - 30 hours, 3 credits

MHRB217D Performance appraisal system of human resources. Good Practices, Assoc.Prof. Dimitar Panaiotov, Ph.D and Assist.Prof. Maria Ivanova, Ph.D - 30 hours, 3 credits

Extracurricular forms of training (credit courses)

MHRB221D Group project: Evaluation of individual performance, Assoc.Prof. Elmira Bancheva, Ph.D - 30 hours, 3 credits

MHRB222D Individual course work: Effectiveness and remuneration, Assoc.Prof. Angel Georgiev, Ph.D and Yulian Uzunov - 30 hours, 3 credits

MHRB223D Individual work: labor relations, Vasil Ararski - 30 hours, 3 credits

MHRB224D Individual course work: Health and safety working conditions, Assoc.Prof. Dimitar Panaiotov, Ph.D and Stanka Nikolova, Ph.D - 30 hours, 3 credits

MHRB225D Individual course work: retirement pension systems, Nikolay Nikolov - 30 hours, 3 credits

MHRB226D Individual course work: Management of diversity and equal opportunities policies for labor, Assoc.Prof. Dimitar Panaiotov, Ph.D and Emilia Yanakieva - 30 hours, 3 credits

MHRB227D Practice: Continuing Professional Development - II part, Prof. Maria Ivanova, Ph.D - 30 hours, 3 credits

First year

Basic courses , second semester

MHRB311D Globalization of business. International aspects of HRM, Assoc.Prof Stefan Stefanov, Ph.D and Milen Baltov, Ph.D - 30 hours, 3 credits

MHRB312D Changes and strategic human resource management, Assoc.Prof. Elmira Bancheva, Ph.D - 30 hours, 3 credits

MHRB313D Leadership and organizational culture, Assoc.Prof Tsvetan Davidkov, Ph.D and Assist. Maria Ivanova, Ph.D - 30 hours, 3 credits

MHRB314D Project Management, Assoc.Prof Kristian Hadziev, Ph.D and Assist. Lazar Bazlyankov, Ph.D - 30 hours, 3 credits

MHRB315D Quality Management and Standards, Assoc.Prof Kristian Hadziev, Ph.D and Assoc.Prof Dimitar Tenchev, Ph.D - 30 hours, 3 credits

MHRB316D Ethics and Corporate Social Responsibility, Assoc.Prof Kiril Radev, Ph.D and Assist. Svetla Dimova, Ph.D - 30 hours, 3 credits

MHRB317D The human side of business, Assoc.Prof. Elmira Bancheva, Ph.D - 30 hours, 3 credits

Extracurricular forms of training (credit courses)

MHRB321D Individual course work: International Aspects and globalization, Assoc.Prof Stefan Stefanov, Ph.D and Stella Baltova - 30 hours, 3 credits

MHRB322D Project: Change Management, Assoc.Prof. Elmira Bancheva, Ph.D - 30 hours, 3 credits

MHRB323D Individual course work: Leadership Development, Assist. Prof. Alexander Pozharliev, Ph.D and Kristian Georgiev - 30 hours, 3 credits

MHRB324D Project: Development Project, Assoc.Prof Kristian Hadziev, Ph.D and Assist. Lazar Bazlyankov, Ph.D - 30 hours, 3 credits

MHRB325D Practice: Continuing Professional Development - III part, Assist. Maria Ivanova, Ph.D - 30 hours, 3 credits

MHRB326D Individual course work: Corporate Culture, Assoc.Prof Tsvetan Davidkov, Ph.D - 30 hours, 3 credits

MHRB327D Workshop: Standards and Quality Systems, Assoc.Prof Kiril Radev, Ph.D and Assoc.Prof Dimitar Tenchev, Ph.D - 30 hours, 3 credits

Second year

Basic courses, first semester

MHRB411D Talent Management. Employer's brand, Assoc.Prof Elmira Bancheva, Ph.D - 30 hours, 3 credits

MHRB412D Working with emotions. Managing emotions, Assoc.Prof Elmira Bancheva, Ph.D and Dimitrinka Stoyanova - 30 hours, 3 credits

MHRB413D Innovation and creativity in organization, Assoc.Prof. Angel Georgiev, Ph.D and Assoc.Prof. Vesselin Penevska, Ph.D - 30 hours, 3 credits

MHRB414D Management of knowledge and information on human capital, Assoc.Prof Maria Nikolova, Ph.D and Assist. Maria Ivanova, Ph.D - 30 hours, 3 credits

MHRB415D Research Methods in HRM, Prof. Sava Djonev, Ph.D. - 30 hours, 3 credits

MHRB416D Organizational Analysis, Design and Development, Assist. Prof. Alexander Pozharliev, Ph.D - 30 hours, 3 credits

MHRB417D Entrepreneurship in the organization and human resources, Assoc.Prof Angel Georgiev Assist. Maria Ivanova - 30 hours, 3 credits

Extracurricular forms of training (credit courses)

MHRB420D Internship, Assoc.Prof Elmira Bancheva , Ph.D and Assist. Maria Ivanova, Ph.D - 150 hours, 15 credits

Upgrading semester

Basic courses

MSMB011D Self-Management, Assoc.Prof Elmira Bancheva , Ph.D and Assist. Prof. Alexander Pozharliev, Ph.D - 30 hours, 3 credits

MSMB012D Management Control, Assoc.Prof Elmira Bancheva , Ph.D and Assist. Maria Ivanova, Ph.D - 30 hours, 3 credits

MSMB013D Mission, values, ethics in the organization- Assist. Maria Ivanova, Ph.D - 30 hours, 3 credits

MSMB014D Management of stakeholder expectations, Assoc.Prof Elmira Bancheva , Ph.D and Assist. Prof. Alexander Pozharliev, Ph.D - 30 hours, 3 credits

MSMB015D Financial frameworks, Assoc. Prof. Reneta Dimitrova and Assist. Lazar Bazlyankov, Ph.D - 30 hours, 3 credits

MSMB016D Working with budgets- Assoc. Prof. Reneta Dimitrova and Assist. Lazar Bazlyankov, Ph.D - 30 hours, 3 credits

MSMB017D Marketing Management, Assoc.Prof Dimitar Tenchev and Assist. Maria Ivanova, Ph.D - 30 hours, 3 credits

Extracurricular forms of training (credit courses)

MSMB021 Individual course work: Roles of the manager, Assoc.Prof Elmira Bancheva , Ph.D and Assist. Prof. Alexander Pozharliev, Ph.D - 30 hours, 3 credits

MSMB022D Individual course work: management in the organization, Assoc.Prof Elmira Bancheva , Ph.D and Assist. Prof. Alexander Pozharliev, Ph.D - 30 hours, 3 credits

MSMB023D Individual course work: Management of financial information, Assoc.Prof Elmira Bancheva , Ph.D and Assist. Prof. Alexander Pozharliev, Ph.D Assoc.Prof Dimitar Tenchev, Ph.D

MSMB024D Individual course work: Managing relationships with customers and clients, Assoc.Prof Dimitar Tenchev, Ph.D and Tsilia Stoyanova- 30 hours, 3 credits

MSMB025D Seminar: Costs and financial decisions, Assoc. Prof. Reneta Dimitrova and Assist. Lazar Bazlyankov, Ph.D - 30 hours, 3 credits

MSMB026D Project: Development of a business plan, Assoc.Prof Kristian Hadziev, Ph.D and Assoc.Prof Dimitar Tenchev, Ph.D- 30 hours, 3 credits

MSMB027D Seminar: Resources of the manager, Assist. Maria Ivanova, Ph.D and Assist. Lazar Bazlyankov, Ph.D - 30 hours, 3 credits