MINISTRY OF HIGHER EDUCATION, SCIENCE AND INNOVATION OF THE REPUBLIC OF UZBEKISTAN

KARSHI STATE TECHNICAL UNIVERSITY

"APPROVED"

Rector of Karshi State Technical University

_____Sh.K.Nematov

"___" _____2025

HUMAN RESOURCE MANAGEMENT
MODULE GUIDE

Field of Knowledge:	**400000 – Business, Management and Law**
Field of Education:	**410000 – Business and Management**
Field of study:	**60410100 – Economics**

Module links

Module Title:	Human Resource Management
Code (if applicable):	IR2605
Course (if applicable):	6
Module teaching semesters:	6
Language:	Uzbek
Curriculum relevance	Selective
Type of Instruction, Contact Hours	Lectures, Practical classes
Workload	Total workload: 150 hours Auditory hours: 60 hours – Lecture: 30 hours – Practical lessons: 30 hours Self- study: 90 hours
Credit points:	5
Recommended previous subjects	Theory of Economics, Labour Economics, Statistics

Module objectives / expected learning outcomes	The module aims to provide students with a solid understanding of the theoretical foundations of Human Resource Management, the role of personnel policy in organizations, labor market factors, employee management processes, motivation and performance evaluation systems, labor productivity, and mechanisms for developing human capital. It also seeks to develop students' ability to apply this knowledge in practice. The objectives enable students to: • understand key concepts of Human Resource Management, principles of personnel management, and approaches to motivation and incentives; • analyze labor market dynamics and factors influencing recruitment, selection, placement, training, and development of employees; • apply methods of employee evaluation, measure labor productivity, monitor employee performance, and use HR analytics tools; • express scientific and practical ideas related to Human Resource Management in a clear, coherent, and logical manner; • apply HR principles in real organizational contexts, identify problems in managing employees, develop solutions, and improve personnel policies. Intended Learning Outcomes Upon successful completion of the module, students will be able to: 1.Demonstrate knowledge and understanding: Students will acquire comprehensive knowledge of key HRM categories, including personnel policy, motivation, labor productivity, employee evaluation, labor discipline, and organizational culture. 2.Analytical skills: Students will analyze workforce composition, labor market conditions, employee turnover, performance effectiveness, and factors influencing HR processes. 3.Use of research and analytical tools: Students will develop skills in applying employee evaluation methods, competency models, KPI systems, HR analytics, monitoring, and forecasting tools. 4.Academic and professional communication skills: Students will be able to logically present scientific and practical ideas related to HRM, draw analytical conclusions, and develop practical recommendations. 5.Practical application: Students will apply HRM principles to develop practical solutions for workforce management, formulate HR strategies, and propose measures to improve labor productivity and employee development.
Content	This module is one of the modern fields of economics and

	aims to provide students with an understanding of the formation, development, and impact of the Human Resource Management system on organizational performance. The module covers the interrelationship between personnel policy, labor market factors, employee management processes, motivation and evaluation systems, labor productivity, and human capital development. Furthermore, the module develops students' skills in enhancing employee potential, assessing organizational performance using HR indicators, and making effective decisions in personnel management within organizations.
Study and exam requirements	**a) To achieve 90–100 points, the student must demonstrate:** - a comprehensive and in-depth understanding of the nature and content of the subject; - clear, logical, and scientifically accurate presentation of topics without errors or inconsistencies; - a clear understanding of the theoretical and practical significance of the course materials; - the ability to think independently and critically within the subject area; - precise and concise responses to given questions; - well-prepared and structured lecture notes; - complete and accurate fulfillment of independent assignments; - full mastery of relevant laws and other regulatory/legal documents related to the subject; - publication of a scientific article on a topic related to the subject; - the ability to interpret historical processes. **b) To achieve 70–89.9 points, the student must demonstrate:** - a good understanding of the subject's nature and content, without major scientific or logical inconsistencies; - an understanding of the practical significance of the subject; - completion of assigned tasks and activities within the curriculum requirements; - correct answers to questions related to the subject; - well-developed and organized lecture notes; - completion of independent assignments; - knowledge of relevant legal and regulatory documents related to the subject.

	cc) To achieve 60–69.9 points, the student must demonstrate: - a general understanding of the subject; - limited coverage of topics with some inconsistencies in explanation; - lack of fluency and coherence in presentation; - vague or unclear responses to questions; - insufficiently developed written materials. **d) A score of 0–59.9 (unsatisfactory) may be assigned if the student:** - has not prepared for classes; - has no clear understanding of the subject; - presents work that appears to be copied from others; - demonstrates serious errors and inconsistencies in written work; - is unable to answer questions related to the subject; - shows a lack of basic knowledge of the subject.
Exam formats	Oral, written, and test-based examinations
Assessment Tools / Methods	Completion of course-related assignments and successful performance in continuous (ongoing), midterm, and final assessments
List of References	Abduraxmanova G. Human Resource Management. Textbook. – Tashkent: Fan, 2021. – 692 pages. T. Y. Bazarov. Personnel Management. – Tashkent: "Fan va texnologiyalar nashriyot-matbaa uyi", 2021. – 360 pages. Q. X. Abduraxmonov, Sh. R. Xolmuminov, A. B. Hayitov, A. M. Akbarov. Personnel Management. Study Guide. – Tashkent: Tashkent State University of Economics, 2014. – 356 pages. A. B. Hayitov. Human Resource Management. Textbook. – Tashkent: TDIU, 2019. – 409 pages. Robert Mathis & John H. Jackson. Human Resource Management. Textbook. – USA, 2015.
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Place and Date of Approval	Developed and approved by Karshi State Technical University (Report No. 1, 26 August 2025)