Master's degree program
«Master in Human Resource Management»

Goal: Strengthening the strategic potential of public agencies in the field of human resources management and talent management.

The program objectives:
- build skills for effective human resource management;
- develop risk-based management decision-making skills;
- teach the skills related to planning of the organization's human resource needs;
- teach methods of recruiting and hiring the most qualified candidates, adaptation of employees and assessing their effectiveness;
- teach the skills related to the development of the organizational culture;
- develop the personal and professional competencies of civil servants.

Expected learning outcomes:

Analysis: He/she analyzes the human potential of an organization and the labor market.

Synthesis: plans the personnel policy of a public agency for the long term.

Evaluation: Evaluates the performance and competency of civil servants.

Application: applies knowledge, skills in addressing important issues of human resource management.

By competencies:

Strategic thinking: Able to plan, predict and make long-term decisions for the sustainable development of a public agency, taking into account development scenarios, possible consequences and risks.

System management: Able to effectively manage processes and resources (material, financial, human, etc.) by making consistent decisions that contribute to the achievement of the strategic goals of a public agency with the least cost and in a short time.

Leadership: Demonstrates a willingness to take leadership over a group of people. Encourages good relationships, collaboration, and communication. Demonstrates the ability to inspire and energize other people, as well as to be many times more effective and engaged.

Motivation for self-development: Shows interest in new knowledge and technologies. Strives for self-development, looking for new information and ways of its application. Applies new skills in practice to improve its effectiveness.

Analysis and decision making: Analyzes quantitative, verbal and other information. Considers a single task or problem as part of the overall process, taking into account all the relationships. Makes informed decisions based on the information studied.

Innovativeness and change management: Generates new ideas, finds original solutions. Offers several options for taking action. He/she calls into question established notions.

Cooperation: Able to build relationships with colleagues, other public agencies and organizations to achieve strategic goals.

Consumer orientation and communication: Possesses the skills to coordinate and control the provision of quality public services by a public agency.

Integrity: Able to monitor compliance with ethical norms and standards, to create an atmosphere of trust and respect in the team, to ensure compliance with the principles of transparency and justice in the actions of colleagues and subordinates.

Semester	Name of the discipline	ECTS
1	Official business Kazakh language	3
	Professional Communications (english)	3
	Public administration	3
	Economic analysis in HR	3
	Strategic HR management	5
	Colloquium as part of the Development Day	1
	Experimental research work of a master student (here in after - ERWM)	6
	TOTAL 1 SEMESTER	**24**
2	Organizational behavior	3
	Talent management	5
	Legal foundations of HR management	5
	Change management	5
	1 elective course from the Catalog of elective disciplines	3
	• HR analysis in human resource management	
	• HR and digital transformation	
	• Competency strategic management	
	Colloquium as part of the Development Day	1
	Practice	2
	Internship	2
	ERWM	5
	TOTAL 2 SEMESTER	**31**
Total theoretical training		**42**
EIRM		**13**
• ERWM, (including the implementation of a master's project)		**11**
• Internship		**2**
Final certification (design and defense of the master's project)		**12**
Total additional training		**25**
TOTAL CREDITS FOR MANDATORY		**67**