

UNIVERSITY OF ECONOMICS – VARNA
FACULTY OF ECONOMICS
DEPARTMENT “INTERNATIONAL ECONOMIC RELATIONS”

Adopted by the FC (record № 12/ 29.04.2024)

Adopted by the DC (record № 8/ 16.04.2024)

ACCEPTED BY:

Dean:

(Assoc. Prof. Dobrin Dobrev, PhD)

SYLLABUS

SUBJECT: “HR IN MARITIME BUSINESS”;

DEGREE PROGRAMME: “Maritime business and international trade”; BACHELOR`S DEGREE

YEAR OF STUDY: 4; SEMESTER: 8;

TOTAL STUDENT WORKLOAD: 150 h.; incl. curricular 75 h.

CREDITS: 5

DISTRIBUTION OF WORKLOAD ACCORDING TO THE CURRICULUM

<i>TYPE OF STUDY HOURS</i>	WORKLOAD, h.	TEACHING HOURS PER WEEK, hours
CURRICULAR: incl. <ul style="list-style-type: none">● LECTURES● SEMINARS (lab. exercises)	45 30	3 2
EXTRACURRICULAR	75	-

Prepared by:

1.
(Chief assist. Prof. N. Aleksandrova, PhD)

2.
(Chief assist. Prof. D. Dimitrova, PhD)

Head of department:
“International Economic Relations” (Prof. Vesselina Dimitrova, PhD)

I. ANNOTATION

“HR in maritime business” provides knowledge about the Human resources management (HRM) as well as the specifics of HRM in maritime business. The purpose of this course is to develop understanding about the legal context, recruitment process, management of HR in the international environment and in shipping and maritime business as a whole. The module focuses also on workforce diversity, taxation of seafarers and corporate conflict management in maritime. It contributes to extending knowledge and to developing new skills related to managing HR and decision-making.

Key competences developed throughout the course: **personal and social, citizenship, and cultural awareness and expression.**

II. THEMATIC CONTENT

No.	TITLE OF UNITS AND SUBTOPICS	NUMBER OF HOURS		
		L	S	L.E.
1. Human resources and HR management		2	2	
1.1.	Human resources			
1.2.	HR management			
1.3.	Domestic HRM vs International HRM			
2. Legal context of HRM in maritime		4	4	
2.1.	Nature, subject matter, principles, system of Maritime Labour Law			
2.2.	Sources of Maritime Labour Law			
3. Recruitment and selection process		4	4	
3.1.	Recruitment and selection			
3.2.	Crewing recruitment			
3.3.	Certifications, Qualifications, Certificates of Competence (CoC), visas and immunisations			
3.4.	Seafarers recruitment (manning) agencies			
4. Training and development of workforce in maritime business		2	2	
4.1.	Training process			
4.2.	Specifics in seafarers training			
4.3.	Accidents prevention and safety measures training			
5. Performance appraisal and management		2	2	
5.1.	Performance appraisal systems			
5.2.	Performance management			
6. Compensation and benefits system		2	2	
6.1.	The role of compensations and benefits			
6.2.	Motivational aspects			
7. Labour unions and collective bargaining process		2	2	
7.1.	Collective bargaining			
7.2.	Labour unions			
7.3.	Specific seafarers' organizations			
8. Seafarers' taxation		4	4	
8.1.	Double taxation avoidance			
8.2.	Specifics of seafarers' taxation			
9. Workforce diversity and talent management		4	4	

9.1.	Workforce diversity			
9.2.	Global talent management			
9.3.	Talent management in maritime business			
10. Corporate conflict management in maritime business		2	2	
10.1.	Conflicts inside corporations			
10.2.	Conflict management			
10.3.	Corporate conflict management policy			
11. Organisational behaviour in maritime business		2	2	
11.1.	Organizational behaviour and culture			
11.2.	Maritime culture			
11.3.	Specifics in maritime organizational culture			
Total:		30	30	

III. FORMS OF CONTROL:

No. by row	TYPE AND FORM OF CONTROL	№	extracurricular, h.
1.	Midterm control		
1.1.	Project	1	15
1.2.	Test	2	15
Total midterm control:		3	30
2.	Final term control		
2.1.	Examination (test)	1	
Total final term control:		1	45
Total for all types of control:		4	75

IV. LITERATURE

REQUIRED (BASIC) LITERATURE:

- Hill, C. International Business: Competing in the Global Marketplace. 12th ed. New York: McGraw-Hill, 2018.
- Hisrich, Robert D. International Entrepreneurship, SAGE Publ., 2016, XIV, 426 c., 978-1-4833-4439-3.
- Thomson, Rosemary, Mabey, Christopher Developing Human Resources, Routledge, 2016, VII, 242 p., 978-1-138-16088-0.

RECOMMENDED (ADDITIONAL) LITERATURE:

- <https://maritime-union.com>
- <https://www.seatrade-maritime.com>

3. Port Management Case Studies, United Nations, 2014, V, 44 p.
4. Guide on Measuring Human Capital, United Nations, 2016, VIII, 146 с., 978-92-1-117120-4.