

COLLEGE OF EDUCATION
AND HUMAN DEVELOPMENT

Educational Administration & Human Resource Development



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Report of the member of Thesis' Council on the thesis

"Approaches to personnel training and development of innovation-active companies in the BRIC countries"

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(management)*

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by Artem Ivanovich Alsufyev

at Saint-Petersburg State University

Viva Report for PhD submission

Artem I. Alsufyev:

***APPROACHES TO PERSONNEL TRAINING AND DEVELOPMENT OF
INNOVATION-ACTIVE COMPANIES IN THE BRIC COUNTRIES***

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Outline

The dissertation tackled the issue of stimulating innovation activity by using approaches to personnel training and development in companies from Brazil, Russia, India and China (BRIC). To this purpose, the dissertation provided a conceptual overview of research on approaches to personnel training and development in innovation-active companies as well as country-specific features, followed by an empirical study. Data from 200 innovation-active companies from BRIC countries were used, and data was analyzed via cluster and fuzzy set qualitative comparative analysis.

Assessment

Relevance of the topic of dissertation research

Among all the functional elements of human resource management systems, the elements of personnel training and development are the most controversial and under-researched area in different countries. At the same time, it is widely recognized that personnel training and development practices are the most important tools for achieving the goals of stimulating the innovation activity of companies.

The dissertation by Artem Alsufyev was carried out on a very topical area, since it was aimed at identifying the most successful practices in personnel training and development of the BRIC countries, which will allow the development of theory in this area of research and help Russian companies to choose certain practices for working with personnel that meet specific goals and objectives of innovation-active companies.

Degree of validity of scientific provisions, conclusions and recommendations formulated in the dissertation

Theoretical and methodological basis of the research are works of leading authors on the issues of human resources management, strategic management, human

