

## Catalog of elective disciplines

**1. Department:** "Social health insurance and public health"

**2. Level of training:** Doctoral studies

**1. Specialty:** "Public health"

**2. Course:** 1 course, Semester-2

**3. Name of elective discipline:** Leadership and human resource management

**4. Number of credits – 2/60**

**1. Purpose:** Formation of doctoral students' theoretical knowledge and practical leadership skills in the performance of managerial activities; acquisition of knowledge, skills and practical skills in human resource management.

**2. Tasks:**

- Within the framework of academic integrity, specialists are being trained who will assess the conditions and consequences of the implementation of various leadership styles in the prevailing organizational conditions

- At various levels of organizations, they will evaluate the role of the leadership component in the process of implementing management activities; evaluate the relationship between the specifics of the implementation of the leadership strategy and the strategy of the organization.

- evaluate the relationship between leadership strategy and human resource management strategy; analyze the sources of recruitment;

**9. Justification of the choice of discipline:** Leadership styles. Power and leadership. Conflicts in organizations. Mathematical models of decision-making. Concepts of human resource management. The social and economic context of labor migration. Globalization: social consequences and impact on labor markets. Principles and methods of teamwork.

**Learning outcomes (competencies):**

1) **Knowledge and understanding** (demonstrate knowledge and understanding in the field being studied, including elements of the most advanced knowledge in this field):

The results of the training of the OP, with which the RO disciplines are associated.

2) **Application of knowledge and understanding** (apply this knowledge and understanding at a professional level): applies advanced skills to conduct organizational, managerial and financial analysis in relation to: organizational units of health and social services organizations; Open strategies and policies in the field of health; Simulate and predict the impact of the introduction of new services, technologies, measures to promote health and treatment.3) Formation of judgments (formulate arguments and solve problems in the field under study): Knows how to ensure constant updating of knowledge and expansion of professional abilities and skills. Expands and deepens the knowledge necessary for professional activity and continuing professional education, demonstrates the value of lifelong learning by example.

**10. Prerequisites:** management, human resources

**11. Post-requirements:** public health.

**12. Literature:**

**13. Main:Basic literature:**

1. Филонович С.Р. Лидерство и практические навыки менеджера. – М.: ИНФРА-М,1999

2. Дятлов А.Н., Плотников М.В., Мутовин И.А. Общий менеджмент: концепции и комментарии. – М.:Альпина Бизнес Букс,2007.

3. 1. **Латфуллин Г. Р.** Теория организации [Текст] : учебник для студентов вузов, обуч. по спец. 061100 Менеджмент организации, 061000 Гос. и муниципал. управление / Г. Р. Латфуллин; А. В. Райченко. - СПб.: Питер, 2007.

4. 2. **Рогожин С. В.** Теория организации [Текст] : учебник для обуч. по спец. "Менеджмент организации" / С. В. Рогожин; Т. В. Рогожина. - 2-е изд., стереотип. - М.: Экзамен, 2006.

**Additional literature:**

1. Гительман Л.Д.,Исаев А.П. Амбициозные менеджеры: дерзость и интеллект.-М; Дело,2004
2. Гневко В.А., Яковлев И.П. Менеджмент: Социально-гуманитарное измерение. - СПб.: Ин-т упр. и экономики, 1996
3. Занковский А.Н. Организационная психология/ А.Н. Занковский. - СПб, 2001. -397 с.
4. Кузьмин А.И. Организационная культура и управление фирмой. // Организационное развитие. 1996. Март.
1. Ларичева Е.А. Сравнительный анализ корпоративной, инновационной культуры и культуры производства / Е.А. Ларичева // Менеджмент в России и за рубежом. - 2004. - №5. - С. 25-32.
2. Липатов С.А. Организационная культура: концептуальные модели и методы диагностики // Вестник Московского университета. Сер. 14. Психология. 1997. № 5. С. 55-65.
3. Питерс Т., Уотермен Р. В поисках эффективного управления. (Опыт лучших компаний) / Т. Питерс, Р. Уотермен. – М., 1986.
4. Пугачёв В.П. Руководство персоналом организации / В.П. Пугачёв. – М, 2000.
5. Рюттингер Р. Культура предпринимательства. М., 1992.
6. Стоянова В.А. Оценка влияния организационной культуры предприятия на эффективность производственной деятельности / В.А. Стоянова // Менеджмент в России и за рубежом. - 2005. - №1. - С. 3-9.
7. Ядов В.А. Стратегия социологического исследования. Описание, объяснение, понимание социальной реальности / В.А. Ядов. – М., 1999.
8. Базаров Т.Ю. Управление персоналом / Т.Ю.Базаров. – М., 2001.
9. Брэддик У. Менеджмент в организации / У.Брэддик. – М., 1997.
10. Камерон Р.Э. Диагностика и изменение организационной культуры/ Р.Э. Камерон, К.С. Ким К.С. - СПб, 2001. - С. 62.

**1. Department: "Social health insurance and public health"**

**2. Level of training: Doctoral studies**

**3. Specialty: "Public health care"**

**4. Course: 1 course, Semester-2**

**5. Name of the elective discipline: Modern problems of healthcare management**

**6. Number of credits – 4/120**

**7. Purpose:** to acquaint students with modern approaches to the basics of management in the field of healthcare, to study, systematize and consolidate the basics of the theory and practice of management in modern market conditions of management, to show the features of management of healthcare organizations at the present stage of development of healthcare in the Republic of Kazakhstan.

**8. Tasks:**

1. to study the current trends in the development of various health systems;
2. master modern management skills;
3. to study the system of management and quality control of medical care;
4. master the basics of risk management;
5. to study the specifics of the economy and financing of healthcare;
6. to study the current trends of HR management;
7. to study new approaches to the system of remuneration of medical workers.
8. to study the main components of marketing of medical services

**Justification of the choice of discipline** To study, systematize and consolidate the fundamentals of the theory and practice of management in modern market conditions of management, to show the features of management of healthcare organizations at the present stage of development of healthcare in the Republic of Kazakhstan.

## **10. Learning outcomes (competencies):**

### **know:**

- fundamentals of the theory and practice of modern public health;
- main achievements and trends in the development of public health;
- legislation on the protection of citizens' health, the legal basis for the activities of medical workers;
- organizational and economic aspects of the activities of medical-preventive and sanitary-epidemiological organizations;
- methodology for calculating and evaluating demographic and health indicators of the population;
- patterns and mechanisms of development of the epidemic process, the impact on its intensity of natural, socio-economic conditions, urbanization;
- rules for the organization and conduct of preventive and anti-epidemic measures;
- methods of quantitative and qualitative analysis in the public health system;
- basic provisions of occupational health, safety and professional ethics;

### **be able to:**

- make management decisions at different levels of public health;
- solve research tasks based on the principles of civilized, culturological and informational approaches to the analysis of the processes under study;
- solve complex interdisciplinary, intersectoral problems in the field of professional activity;
- to use in the work the ideology of long-term forecasting, methodology for assessing changes and prospects in healthcare;
- to assess the quantitative and qualitative characteristics of the epidemiological process;
- predict the results of their professional activities; monitor the workflow and objectively evaluate its results;
- to promote a healthy lifestyle among the population;

### **possess skills:**

- effective human resource management in healthcare organizations;
- formation of the organizational culture of the healthcare organization; implementation of effective communications, business correspondence, presentations and negotiations;
- solving practical public health problems and putting these solutions into practice;
- organization of financial and economic activities in the healthcare organization;
- management of complex projects on the development of the health organization;
- the use of modern information technologies in professional activities.

**Пререквизиты:**  
проблемы, управление

## **14. Post-requirements: public health.**

### **11. Literature:**

#### **Basic literature:**

1. Государственная программа развития здравоохранения Республики Казахстан «Саламатты Қазақстан» на 2011-2015гг.
2. Кодекс Республики Казахстан от 18 сентября 2009 года № 193-IV «О здоровье народа и системе здравоохранения».
3. Трудовой кодекс Республики Казахстан от 15 мая 2007 года № 251.
4. Бюджетный кодекс Республики Казахстан от 4 декабря 2008 года № 95-IV.
5. Закон Республики Казахстан от 28 февраля 2007 года № 234-III «О бухгалтерском учете и финансовой отчетности».
6. Стратегии Казахстан - 2050 года от 14.12.2012г.

7. Постановление Правительства РК № 494 от 09.04.09 г. «Об утверждении государственного норматива сети организаций здравоохранения Республики Казахстан».
8. Приказ министра здравоохранения Республики Казахстан от 04 декабря 2009 года № 825 «Об утверждении правил оплаты за оказанный объем медицинских услуг, осуществляемый за счет республиканского бюджета».
9. Приказ министра здравоохранения Республики Казахстан от 10 ноября 2009 года № 677 «Правила организации и проведения внешней и внутренней экспертиз качества медицинских услуг».
10. Приказ Министра здравоохранения Республики Казахстан № 32 от 20 января 2009 года «Об утверждении Правил организации мероприятий по управлению качеством медицинской помощи в организациях здравоохранения Республики Казахстан».
11. Аканов А.А., Ахметов В.И., Бидатова Г.К. Государственное предприятие на праве хозяйственного ведения в системе здравоохранения, Алматы, 2009.
12. Аннеманс Л. Экономика здравоохранения для неэкономистов. Введение в концепции, методы и трудности экономической оценки в здравоохранении. Ньюдиамед, 2010.
13. Армстронг М. Практика управления человеческими ресурсами: учебник: пер. с англ.(изд:10) (серия МВА). Изд-во: Питер, 2010.
14. БертонешМ., Найт Р., «Управление денежными потоками», «Питер», Санкт-Перетбург, 2004.
15. Бобылева А.З., «Финансовые управленческие технологии», МГУ им. Ломоносова, Москва, из- во «Инфра-М», 2007.
16. Бобылева А.З., «Финансовый менеджмент – проблемы и решения», Академия народного хозяйства при правительстве РФ, изд-во «Дело», Москва, 2007.
17. Бурмистрова Л.М., «Финансы и управленческий учет предприятия», Институт экономики и финансов «Синергия», изд-во «Инфра-М», Москва, 2004.
18. Сорина Г.В., Основы принятия решений, Экономист 2006.

**1. Department:** "Social health insurance and public health"

**2. Level of training:** Doctoral studies

**3. Specialty:** "Public health care"

**4. Course:** 1 course, Semester-2

**5. Name of elective discipline:** "Management of scientific projects"

**6. Number of credits** – 4/120

**7. Objective:** Mastering theoretical and applied professional knowledge and skills in the field of investment activities of healthcare organizations, making managerial decisions in this area, as well as acquiring practical skills in designing and evaluating scientific projects, choosing ways to finance them.

**8.Tasks:**

1. Has an idea of various types of investments, the place and role of investment activity in the enterprise management system, factors influencing investment decision-making;

2. Knows the structure and stages of implementation of investment projects, various methods of analysis and evaluation of investments, methods and sources of project financing, methods of optimizing the investment budget;

3. Forms a holistic view of the process of developing innovative projects; Draws up protocols of research projects in the field of healthcare;

Clearly formulates the task, forms alternatives and makes informed conclusions on project management;

**9. Justification of the choice of discipline** In the course of studying the discipline, the issues of managing scientific projects in conjunction with other courses in the specialty, ways to increase

the effectiveness of attracted investments in innovative scientific projects, familiarization with the development of business plans, network schedules and strategic plans are considered. The process of training specialists involves obtaining their knowledge in disciplines that meet the requirements and laws of the market. In these conditions, there is a need to train specialists who have the tools to manage scientific projects.

#### **10. Learning outcomes (competencies):**

##### **To know:**

- Knows the structure and stages of implementation of investment projects;
- various methods of investment analysis and evaluation;
- methods and sources of project financing;
- methods of optimizing the investment budget;

##### **be able to**

- Knows how to plan a scientific project;
- Plans to organize a scientific project;
- \* Analyzes critical paths;
- Shortest project execution time;
- Predicts and plans the need for resources;

##### **possess skills:**

- Analyzes the effectiveness of the investment project;
- indicators of commercial (financial) budgetary and economic efficiency;
- the role of financial and economic assessment in the selection of an investment project;
- Clearly articulates the task;
- forms alternatives and makes informed conclusions on project management;
- Analyzes the strategic level of management. Develops the acquired knowledge to make new accurate decisions;

#### **11. Prerequisites: problems, management**

#### **12. Post-requirements: public health.**

#### **13. Literature:**

##### **Basic literature:**

1. Әлеуметтік зерттеу әдістері: Оқулық. 1-том. / ҚР Білім және ғылым министрлігі, ҚР жоғару оқу орындарының қауымдастығы. - Алматы: Полиграфкомбинат, 2014. -584 б.

Брайман А.

2. Әлеуметтік зерттеу әдістері: Оқулық. 2-том. / Ағыл. тіл. ауд. И.А. Баймұратова; ҚР Білім және ғылым министрлігі, ҚР жоғару оқу орындарының қауымдастығы. - 4-басылым - Алматы: ЖШС РПБК "Дәуір", 2016. – 456 б. Брайман А.

3. Әлеуметтік медицина және денсаулық сақтауды басқару:- Алматы: Кітап, 2011. –320 б.  
Д. А. Даулетбаев, А. Ш. Әлназарова, Б. А. Әлсейітов.

