MINISTRY OF SCIENCE AND HIGHER EDUCATION OF THE RUSSIAN FEDERATION
FEDERAL STATE BUDGETARY EDUCATIONAL INSTITUTION OF HIGHER EDUCATION
ORYOL STATE AGRARIAN UNIVERSITY
NAMED AFTER N.V. PARAKHINA"

I APPROVE
Rector
Federal State Budgetary Educational Institution of Higher Education Oryol State Agrarian University
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March 25, 2026

BASIC PROFESSIONAL EDUCATIONAL PROGRAM OF HIGHER EDUCATION

by field of study
04/38/02 - Management

focus (profile) of training
Human Resources Management

Level of education – Master's degree

Qualification: Master's degree

Form of study: full-time, part-time

The program takes 2 years to complete, 2 years 6 months.

The start year of preparation is 2026.

Oryol 2026

Approval sheet with employer representatives

Main professional educational program of higher education (MPEP VO) in the field of training 38.04.02 Management
focus (profile) "Human Resources Management"

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Approval sheet

The Main Professional Educational Program of Higher Education (MPEP VO) has been compiled taking into account the requirements of the Federal State Educational Standard of Higher Education (FSES VO) in the field of training 38.04.02 Management, approved by the Order of the Ministry of Education and Science of Russia dated August 12, 2020 No. 952, as amended by orders of the Ministry of Science and Higher Education of the Russian Federation dated November 26, 2020 No. 1456 (registered by the Ministry of Justice of the Russian Federation on May 27, 2021, registration No. 63650); dated July 19, 2022 No. 662 (registered by the Ministry of Justice of the Russian Federation on October 7, 2022, registration No. 70414); dated February 27, 2023 No. 208 (registered by the Ministry of Justice of the Russian Federation, registration No. 72833 dated March 31, 2023)

The OPOP VO was reviewed at the meeting of the Department of Economics and Management in the Agro-Industrial Complex on March 20, 2026, protocol No. 14.

The OPOP VO was approved at the meeting of the Academic Council of the University, protocol No. 7 dated March 25, 2026.

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CONTENT

	tr.
1. REGULATORY DOCUMENTS FOR THE DEVELOPMENT OF THE BASIC PROFESSIONAL EDUCATIONAL PROGRAM OF HIGHER EDUCATION	6
2. CHARACTERISTICS OF THE BASIC PROFESSIONAL EDUCATIONAL PROGRAM OF HIGHER EDUCATION	
2.1 The concept of the main professional educational program of higher education	7
2.2 The purpose and objectives of the OPEP VO	7
2.3 Requirements for applicants	8
2.4 Focus of the OPOP VO	8
2.5 Qualification awarded to the graduate	8
2.6 Labor intensity of the OPOP VO	8
2.7 Duration of education under the OPEP HE	9
2.8 Language of education	9
3. CHARACTERISTICS OF PROFESSIONAL ACTIVITIES OF GRADUATES	
3.1 Field of professional activity and sphere(s) of professional activity of the graduate	9
3.2 Type(s) of tasks and objectives of professional activity of a graduate	9
3.3 Objects of professional activity of a graduate	9
3.4 List of professional standards corresponding to the professional activities of graduates who have mastered the OPOEP of HE	9
3.5 Description of generalized work functions in accordance with the professional standard	10
3.6 Key partners of the educational program	10
4. EXPECTED RESULTS OF MASTERING THE BASIC PROFESSIONAL EDUCATIONAL PROGRAM OF HIGHER EDUCATION	
4.1 Requirements for the planned results of mastering the educational program, provided by disciplines (modules) and practices	10
4.1.1 Universal competencies of graduates and indicators of their achievement	10
4.1.2 General professional competencies of graduates and indicators of their achievement	13
4.1.3 Professional competencies of graduates and indicators of their achievement	15
5. DOCUMENTS REGULATING THE CONTENT AND ORGANIZATION OF THE EDUCATIONAL PROCESS IN THE IMPLEMENTATION OF THE OPEP OF HE	
5.1 Curriculum	22
5.2 Academic calendar schedule	23
5.3 Work programs of disciplines (modules)	23
5.4 Internship programs	23
5.5 Program of state final certification (final certification)	24
5.6 Assessment materials (AMM) for disciplines (modules), practical training, research work, and state final certification	24
5.7 Methodological materials on disciplines (modules), practical training, research work, state final certification	25
6. CONDITIONS FOR THE IMPLEMENTATION OF THE OPOP VO.	
6.1 General system requirements for the implementation of the OPOP VO	25
6.2 Material and technical and educational and methodological support for the OPEP of HE	30
6.3 Personnel support for the implementation of the OPEP VO	30
6.4 Financial conditions for the implementation of the OBOR VO	31
6.5 Assessment of the quality of educational activities and training of students in the OEP HE	31
7. CHARACTERISTICS OF THE UNIVERSITY'S SOCIO-CULTURAL	32

ENVIRONMENT, ENSURING THE DEVELOPMENT OF STUDENTS' UNIVERSAL COMPETENCIES
8. FEATURES OF ORGANIZING THE EDUCATIONAL PROCESS FOR PERSONS WITH DISABILITIES 35
TERMS, DEFINITIONS AND ABBREVIATIONS 36
APPENDICES:
Appendix 1. Curriculum
Appendix 2 Academic calendar schedule
Appendix 3. Curriculum syllabi of disciplines (modules)
Appendix 4. Internship programs
Appendix 5. State final certification program.
Appendix 6 Assessment materials (AMM) for disciplines (modules), practical training, research work and state final certification
Appendix 7 Methodological materials for disciplines (modules), practical training, research work, state final certification
Appendix 8 Information on the staffing of the OPOP VO
Appendix 9 Information on employees from among the managers and employees of organizations whose activities are related to the focus (profile) of the implemented OPOPE HE
Appendix 10 Information about the supervisor of the master's program
Appendix 11 Information on the logistics of the OPOP VO
Appendix 12 Information on library and information support of the OPOP VO
Change Log Sheet 42

1 REGULATORY DOCUMENTS FOR DEVELOPMENTS BASIC PROFESSIONAL EDUCATIONAL PROGRAMS HIGHEREDUCATION

Regulatory and legal development base basic professional educational programs higher education (hereinafter referred to as OPOP VO) are made up of:

- Federal Law of the Russian Federation of 29.12.2012 N 273-FZ "On Education in Russian Federation" (With changes and additions);
- Order Ministry of Education and Science Russia from September 12, 2013 G. No. 1061 "About approval lists specialties and areas of training VO »;
- Order of the Ministry of Education and Science of Russia dated November 18, 2013 No. 1245 “On establishing compliance directions preparation higher education - bachelor's degree , directions preparation higher education - master's degree, higher education specialties - specialist degree , lists which approved by order Ministries education And science Russian Federation of 12.09.2013 No. 1061, areas of training for higher professional education, confirmed appropriation persons qualifications (degrees) "bachelor" And "Master", lists which approved by order Ministries education And science Russian Federation from September 17, 2009 N 337, areas of training (specialties) higher professional education, confirmed by the assignment of a qualification to a person (degrees) "specialist", scroll which approved by decree Governments Russian Federations from December 30, 2009 G. No. 1136 (s changes and additions);
- Order of the Ministry of Education and Science of Russia dated 06.04.2021 No. 245 "On approval of the Procedure for organizing and implementing educational activities under educational programs of higher education - bachelor's degree programs , specialist's degree programs , master's degree programs" (with amendments and additions);
- Order of the Ministry of Education and Science of the Russian Federation dated June 29, 2015 No. 636 “On approval Order conducting state final certification By programs bachelor's degree , specialist programs and programs Master's degree" (with amendments and additions);
- Order of the Ministry of Science and Higher Education of the Russian Federation dated February 4, 2025 No. 64 "On Amending Clause 3 of the Order of the Ministry of Education and Science of the Russian Federation dated June 29, 2015 No. 636 "On Approval of the Procedure for Conducting State Final Certification for Educational Programs of Higher Education - Bachelor's Degree Programs, Specialist Programs and Master's Degree Programs" ;
- Order of the Ministry of Education and Science of Russia No. 502 of April 28, 2016 “On Amendments to the Procedure conducting state final certification for higher education programs education - programs bachelor's degree , programs specialty And programs Master's degree, approved by order Ministries education And science Russian Federations from June 29 2015 No. 636»;
- Federal state educational standard of higher education - master's degree in the field of training 38.04.02 Management, approved by order of the Ministry of Science and Higher Education of the Russian Federation dated 12.08.2020 No. 952;
- Order of the Ministry of Education and Science of Russia No. 1456 of November 26, 2020 “On Amendments to the Federal State Educational Standards of Higher Education” (registered with the Ministry of Justice No. 63650 of May 27, 2021);
- Order of the Ministry Science and Higher Education of the Russian Federation and the Ministry of Education Russian Federation from August 5, 2020 G. No. 885/390 "ABOUT practical preparation students";
- Order of the Ministry of Science and Higher Education of the Russian Federation and the Ministry of Education of the Russian Federation dated November 18, 2020 No. 1430/652 "On Amending the Regulation on the Practical Training of Students, Approved by Order of the Ministry of Science and Higher Education of the Russian Federation and the Ministry of Education of the Russian Federation dated August 5, 2020 No. 885/390"
- Professional standard "Human Resources Specialist" (Order of the Ministry of Labor and Social Protection of the Russian Federation dated March 9, 2022, No. 109n);

- Charter federal state budgetary educational institutions higher education Orlovsky state agrarian university name N.V. Parakhina » (hereinafter referred to as university);

- Normative and methodological documents Ministry of Education and Science Russia;

- Regulatory and methodological documents on the organization of the educational process of the Federal State Budgetary Educational Institution of Higher Education Orlovsky State Agrarian University.

2 CHARACTERISTICS OF THE BASIC PROFESSIONAL EDUCATIONAL PROGRAM OF HIGHER EDUCATION

2.1 The concept of the main professional educational program of higher education

The main professional educational program of higher education, implemented in the field of training - 38.04.02 Management (master's degree level) in the direction of "Human Resources Management" is a system of documents developed and approved at the Federal State Budgetary Educational Institution of Higher Education "Oryol State Agrarian University named after N.V. Parakhin " taking into account the needs of the regional labor market on the basis of the federal state educational standard of higher education - master's degree in the field of training 38.04.02 Management, approved by the order of the Ministry of Science and Higher Education of the Russian Federation dated 12.08.2020 No. 952, and also taking into account the recommended exemplary main professional educational program.

The Basic Educational Standards of Higher Education regulate the goals, expected results, content, conditions and technologies for implementing the educational process, assessing the quality of graduate training in a given area of training and includes: a curriculum, a calendar academic schedule, work programs of academic disciplines (modules), programs of internships and state final certification and other materials that ensure the quality of training of students, as well as the necessary methodological materials that ensure the implementation of the relevant educational technology.

2.2 The purpose and objectives of the OPEP VO

The educational program of higher education for the master's degree program in the field of training 38.04.02 Management in the direction of " Human Resources Management" aims to develop students' personal qualities, as well as the formation of universal, general professional and professional competencies in accordance with the requirements of the Federal State Educational Standard of Higher Education in this field of training.

The main goal of the OPOPE HE Master's degree is to train qualified personnel in the field of management by developing students' universal, general professional and professional competencies in accordance with the requirements of the Federal State Educational Standard of Higher Education in the field of study - 38.04.02 Management (Master's level) in the direction of "Human Resources Management", as well as the development of personal qualities (determination, organization, hard work, responsibility, communication skills , tolerance, general culture), allowing the implementation of the developed competencies in professional activities.

The purpose of the OPEP HE is to provide documentary and methodological support for the implementation of the Federal State Educational Standard of Higher Education and, on this basis, to develop personal qualities in students, as well as the formation of universal, general professional and professional competencies that contribute to successful activities in the training profile.

In the field of education, the goal of the OPO VO in the training direction - 38.04.02 Management (Master's level) in the direction of "Human Resources Management" is the formation of social and personal qualities of students: purposefulness, organization, hard work, responsibility, citizenship, communication skills , tolerance, and improving their general culture.

In the field of training, the goal of the OPO VO in the training direction - 38.04.02 Management (Master's level) in the direction of "Human Resources Management" is:

- development of graduates' competencies necessary for carrying out professional activities in accordance with the Federal State Educational Standard of Higher Education;

- development of the ability to acquire new knowledge, psychological readiness to change the type and nature of one's professional activity and providing the graduate with the opportunity to continue education;

- ensuring a variety of educational opportunities for students;

- ensuring the training of graduates who are able to demonstrate flexibility and activity in changing conditions of the labor market for areas of activity related to the competence of the master's degree program - 38.04.02 Management (master's degree level) with a focus on "personnel management".

The OPEP HE is based on a competency-based approach to expected learning outcomes and is aimed at solving the following tasks:

- focus on a multi-level education system;

- students' choice of individual educational trajectories;

- practice-oriented training, which allows combining fundamental knowledge with practical skills in the field of study;

- developing the readiness of university graduates for active professional and social activities.

The structure of the educational program includes a mandatory component and a component determined by the participants in the educational process. The mandatory component includes disciplines (modules) and practical training that ensure the development of general professional competencies established by the Basic Professional Education Program (BEP) as mandatory (if any). The mandatory component, excluding the state final assessment, must comprise at least 15 percent of the total master's program.

It is possible to make changes to this section in accordance with the specifics of the educational program being implemented.

2.3 Requirements for applicants

Persons with higher education of any level are admitted to mastering the OPO VO - master's degree in the field of training 38.04.02 Management in the direction of "Human Resources Management" .

Enrollment is carried out in accordance with the Admission Rules of the Federal State Budgetary Educational Institution of Higher Education Oryol State Agrarian University.

2.4 Focus of the OPOP VO

This OEP of HE is implemented in the training program 38.04.02 Management (Master's level), focusing on "Human Resources Management." The focus of the OEP of HE is determined by the disciplines of the elective part of the Master's program, through which professional competencies are developed.

2.5 Qualification awarded to the graduate

Upon successful completion of the OOP VO master's degree program in the field of training 38.04.02 Management in the direction of " Human Resources Management", the graduate is awarded the qualification of master's degree in the field of training 38.04.02 Management.

The qualification awarded to a graduate is determined in accordance with the Order of the Ministry of Education and Science of Russia dated September 12, 2013 No. 1061 "On approval of the lists of specialties and areas of training in higher education."

2.6 Labor intensity of the OPOP VO

The workload of mastering the OPEP of HE by a student - master's degree in the field of training 38.04.02 Management in the direction of "Human Resources Management" is 120 credit units for the entire period of study in accordance with the Federal State Educational Standard of

Higher Education in this field of training and includes all types of contact and independent work, practice and time allocated to monitoring the quality of mastering the OPEP by the student.

2.7 Duration of education under the OPEP HE

The period for obtaining an education in the OPOEP of HE for a master's degree in the field of training 38.04.02 Management in the direction of "Human Resources Management" in accordance with the Federal State Educational Standard of HE for full-time study, including holidays provided after passing the state final certification, is 2 years.

2.8 Language of education

The Master's program is implemented in the official language of the Russian Federation.

3 CHARACTERISTICS OF PROFESSIONAL ACTIVITIES OF GRADUATES

3.1 Field of professional activity and sphere(s) of professional activity of the graduate

Graduates who have completed the Master's program in the field of study 38.04.02 Management in the direction of "Human Resources Management" can carry out professional activities in the following areas of professional activity:

01 Education and science (in the areas of: vocational training, vocational education and additional vocational education; scientific research);

07. Administrative, managerial and office activities (according to the register of the Ministry of Labor):

07.003. Human Resources Specialist

Graduates may engage in professional activities in other areas of professional activity and/or spheres of professional activity, provided that the level of their education and acquired competencies meet the requirements for employee qualifications.

3.2 Type(s) of tasks and objectives of professional activity of a graduate

A graduate who has completed the OOP VO - Master's degree program in the field of training 38.04.02 Management, specializing in " Human Resources Management" is prepared to solve the following types of professional tasks:

- organizational and managerial;
- scientific research.

3.3 Objects of professional activity of a graduate

Organizations of all organizational and legal forms of management and all types of economic activity, research institutions, educational institutions, including universities.

3.4 List of professional standards corresponding to the professional activities of graduates who have mastered the OPOEP of HE

The list of professional standards corresponding to the professional activities of graduates who have mastered the OOP VO Master's degree in the field of training 38.04.02 Management in the direction " Human Resources Management" - Professional standard "Human Resources Specialist" (Order of the Ministry of Labor and Social Protection of the Russian Federation dated 03/09/2022 No. 109n).

3.5 Description of generalized work functions in accordance with the professional standard

In accordance with the professional standard "Human Resources Specialist" (Order of the Ministry of Labor and Social Protection dated March 10, 2022, No. 109 n), graduates must master the following generalized job functions:

3.7 Operational management of personnel and the organization’s division (3.7.1 Development of a system of operational management of personnel and the work of a structural

division (G /01.7), 3.7.2 Implementation of operational management of personnel and the work of a structural division (G /02.7))

3.8. Generalized labor function “Strategic personnel management of the organization” (3.8.1 Development of a system of strategic personnel management of the organization (H/01.7), 3.8.2 Implementation of a system of strategic personnel management of the organization (H/02.7).

3.6 Key partners of the educational program

The key partners involved in the development and implementation of the OEP HE Master's degree program in the field of study 38.04.02 Management, specialization "Human Resources Management" are:

Department of Agriculture of the Oryol Region.

Department of Economic Development and Investment Activities of the Oryol Region.

Department of Economic Analysis and Forecasting of the Department of Economic Development and Investment Activities of the Oryol Region.

Research institutions.

Organizations of the agro-industrial complex.

Educational institutions.

4 PLANNED RESULTS OF MASTERING THE BASIC PROFESSIONAL EDUCATIONAL PROGRAM OF HIGHER EDUCATION

4.1 Requirements for the planned results of mastering the educational program, provided by disciplines (modules) and practices

The results of mastering the OOP VO master's degree in the field of training 38.04.02 Management in the direction of "Human Resources Management" are determined by the competencies acquired by the graduate, i.e. his ability to apply knowledge, skills and personal qualities in accordance with the tasks of professional activity.

4.1.1 Universal competencies of graduates and indicators of their achievement

Category of universal competencies	Code and name of the universal competence	Code and name of the indicator for achieving universal competence
Systems and critical thinking	**UK-1. Capable of critically analyzing problematic situations based on a systems approach and developing an action strategy.**	UK-1.1. Analyzes problematic situations, understands the forms and methods of scientific knowledge, scientific methodology, and the characteristics of a systems approach. UK-1.2. Applies knowledge of scientific research methods in conducting a critical analysis of problematic situations based on a systems approach, identifying their components and the connections between them. UK-1.3. Employs methods and skills for achieving goals, analyzing problematic situations, and developing a strategy for achieving them, anticipating the outcome of each action and assessing their impact on the external environment of the planned activity and on the relationships between the participants in that activity.
Development and implementation of projects	**UK-2. Capable of managing a project at all stages of its life cycle.**	UK-2.1 Understands the theoretical and methodological foundations of economic planning and forecasting, composition, structure

		and management of projects at all stages of their life cycle, as well as business processes in the organization. UK-2.2. Applies basic planning tools and methods and develops a project plan for the organization, justifies resource needs, and is able to constructively overcome emerging disagreements and conflicts. UK-2.3. Has an understanding of the methods and forms of project management at all stages of its life cycle, the organization and coordination of the work of project participants, the preparation of reports, monitoring, and the public presentation of project results (or individual stages) in the form of reports, articles, and presentations at scientific and practical seminars and conferences. practical seminars and conferences.
Teamwork and leadership	**UK-3. Capable of organizing and managing a team, developing a team strategy to achieve the set goal.**	UK-3.1. Understands the theoretical foundations of forming organizational and managerial structures and managing a team in their professional activities. UK-3.2. Develops a collaboration strategy and, based on it, organizes the team's work to achieve the stated goal, plans teamwork, distributes tasks and delegates authority to team members, and facilitates the discussion of different ideas and opinions. UK-3.3. Possesses the skills to organize and manage a team in their professional activities to achieve goals, identify socio-economic problems, and develop specific solutions.
Communication	**UK-4. Able to apply modern communication technologies, including in a foreign language(s), for academic and professional interactions**	UK-4.1. Understands modern communication technologies, including those in a foreign language(s), for academic and professional interaction, a foreign language to the extent necessary to obtain professional information, business and professional vocabulary, the basic grammatical structures of scientific and colloquial language, forms and skills of communication in the field of professional activity in a foreign language, searching for sources of information in Russian and foreign languages from various sources, including foreign ones, on professional topics and working with them. UK-4.2. Possesses the ability to express one's thoughts and understand the speech of an interlocutor, including in a foreign language, conduct oral communication, produce scientific reports, including in a foreign language, read texts in a foreign language related to the profile

		of the field of study, use knowledge of a foreign language in professional activities and interpersonal communication, work with specialized literature, including in a foreign language, to obtain information and oral communication skills. UK-4.3. Applies modern communication technologies, including in a foreign language(s), for academic and professional interaction, demonstrates proficiency in scientific speech etiquette, presents the results of academic and professional activities at various scientific events, including international ones.
Intercultural interaction	**UK-5. Able to analyze and consider cultural diversity in intercultural interactions.**	UK – 5.1. Understands the behavioral and motivational characteristics of people of different social and cultural backgrounds when interacting with them, drawing on knowledge of the causes of social customs and differences in human behavior, as well as the types and forms of business communication. UK-5.2. Analyzes and takes into account cultural diversity in the process of intercultural interaction, organizes and maintains effective communication with different partners, adequately realizing their communicative intentions. UK-5.3. Possesses a culture of verbal communication in vital areas of activity, primarily in situations related to the future profession, the norms of the Russian literary language, with the goal of improving the correctness of speech, its expressiveness and maximum impact on the interlocutor (listener).
Self-organization and self-development (including health preservation)	**UK-6. Able to identify and implement priorities for one's own activities and ways to improve them based on self-assessment.**	UK-6.1. Understands the methods and forms of prioritizing one's own activities in accordance with the importance of tasks and ways to improve them based on self-assessment, formulating clear and concise goals for individual and group activities, and justifying the sequence of actions to achieve them. UK-6.2. Objectively evaluates one's capabilities and the demands of various social situations, makes decisions in accordance with this assessment and demands, and actualizes one's personal potential, internal sources of growth, and development of one's own activities. UK-6.3. Has an understanding of the forms and methods of defining and implementing one's own activity priorities, demonstrating methods for improving one's own performance, willingness to cooperate with colleagues, work

		towards a common goal, organize and coordinate interactions between people, and monitor and evaluate the performance of others.

4.1.2 General professional competencies of graduates and indicators of their achievement

Category of general professional competencies	Code and name of general professional competence	Code and name of the indicator for achieving general professional competence
Solving professional problems	**OPK-1. Capable of solving professional problems based on knowledge (at an advanced level) of economic, organizational, and management theory, innovative approaches, generalization, and critical analysis of management practices.**	OPC-1.1. Understands methods and techniques for solving professional problems based on knowledge (at an advanced level) of economic, organizational, and management theory, innovative approaches, generalization, and critical analysis of management practices. OPC-1.2. Possesses the ability to solve professional problems based on knowledge (at an advanced level) of economic, organizational, and management theory, innovative approaches, and analyze applied and scientific research in the field of human resource management and related fields. OPC-1.3. Operates with methods and skills for developing applied and scientific research programs in the field of human resources management, implementing them, generalizing and critically analyzing management practices.
Technologies for collecting, processing and analyzing data to solve management problems	**OPK-2. Capable of employing modern data collection techniques and methods, advanced processing and analysis methods, including intelligent information and analytical systems, to solve management and research problems.**	OPC-2.1. Understands modern data collection technologies, analysis methods, and ways to solve management and research problems. OPK-2.2. Employs modern data collection techniques and methods, advanced processing and analysis methods, including intelligent information and analytical systems, to solve management and research problems. OPC-2.3. Operates methods and skills for working with information systems and databases on issues of human resource management, the use of information resources, and the scientific base for conducting research in the field of human resource management.
Evaluation of effectiveness	**OPK-3. Capable of independently making informed organizational and management decisions, assessing their operational and organizational effectiveness and social significance, and ensuring their implementation in a complex (including cross-**	OPC-3.1. Understands the forms and methods of independently making informed organizational and managerial decisions, and assessing their operational and organizational effectiveness. OPC-3.2. Plans activities and develops human resource management measures to achieve the organization's strategic goals, independently makes informed organizational and management decisions, and evaluates their operational and organizational effectiveness

	cultural) and dynamic environment.	and social significance. OPK-3.3. Possesses the ability to ensure the implementation of organizational and management decisions in a complex (including cross-cultural) and dynamic environment, forecast and model human resource management strategy and policy, and develop corporate social programs for human resource management.
Management activities	**OPK-4. Capable of managing project and process activities within an organization using modern management practices, leadership, and communication skills, identifying and evaluating new market opportunities, developing strategies for the creation and development of innovative areas of activity and corresponding business models.**	OPC-4.1. Understands the methods and techniques of managing project and process activities within an organization using modern management practices, leadership and communication skills, and the development of proposals for an effective organizational structure, goals, objectives, and functions of the organization's structural divisions. OPK-4.2. Identifies and evaluates new market opportunities, creates and develops innovative areas of activity and corresponding business models, analyzes and develops documentation on operational and strategic processes in human resources management. OPC-4.3. Operates with methods and techniques for developing strategies for the creation and development of innovative areas of activity and corresponding business models, managing interpersonal relationships, forming teams, developing leadership and performance, identifying talent, and determining job satisfaction.
Methodology of scientific research	**OPK-5. Able to generalize and critically evaluate scientific research in management and related fields, and to carry out research projects.**	OPC-5.1. Understands the methods and techniques for implementing research projects and solving research problems. OPC-5.2. Uses information resources and a scientific base to conduct scientific research on human resource management. OPC-5.3. Possesses the skills to generalize and critically evaluate the results obtained in solving research problems in management and related fields.

4.1.3 Professional competencies of graduates and indicators of their achievement

PD task	Object or field of knowledge	Category of professional competencies *(assigned in accordance with the POOP VO)*	Code and name of professional competence	Code and name of the indicator of achievement of professional competence	Basis (PS, analysis of experience)
Type of professional activity tasks: Organizational and managerial					
• Setting operational goals in human resources management	07 Administr ative, manageria	Professional – organizational and managerial	**PC-1. Capable of developing and**	PC-1.1. Defines operational goals and develops a system of operational personnel	Professional standard "Human Resources

matters. • Development of proposals for the structure of the division and personnel needs. • Planning the activities of the unit and personnel. • Operational management of personnel of an organization's division. • Development of proposals on costs and formation of personnel budgets. • Setting tasks for employees of the structural unit, determining resources for their implementation, monitoring execution. • Analysis of plans and reports of subordinate employees, development of proposals for improving the performance indicators of the department. • Setting tasks for heads of structural divisions, determining material and technical resources for their implementation. • Analysis of HR management reports and identification of resources for improving the organization's performance. • Development of plans, programs and procedures in personnel management. • Planning the activities of the unit and personnel. • Development of corporate policies,	l and office activities. 07.003 Human Resources Specialist		**implementing a system for operational personnel management and the work of a structural unit.**	management of the organization in accordance with its mission, strategy, organizational structure, and operational objectives. PC-1.2. Justifies the organizational structure of the department taking into account the optimal need for personnel and carries out planning of its activities. PC-1.3. Organizes the operational personnel management system and the work of the structural unit.	Specialist".
			PC-2. Capable of planning personnel costs and identifying resources to improve the organization's performance.	PC-2.1. Plans expenses and forms a personnel budget. PC-2.2. Defines tasks for employees of the structural unit, forms material and technical resources for their implementation, and monitors their effective use. PC-2.3. Conducts analysis of HR plans and reports and identifies resources for improving the organization's performance.	Professional standard "Human Resources Specialist".
			PC-3. Able to develop and manage the implementation of plans, programs, and technologies for personnel management	PC-3.1. Develops corporate policies, plans, programs, and technologies for personnel management. PC-3.2. Performs organizational and economic calculations for planning the department's activities and develops personnel management	Professional standard "Human Resources Specialist".

plans, programs, procedures and technologies for personnel management. • Development of programs, principles of standardization, unification, automation of personnel management processes and safe working conditions. • Planning activities and developing personnel management measures to achieve the strategic goals of the organization. • Implementation of policies, plans, programs, procedures and technologies for personnel management. • Analysis of successful corporate practices in strategic and operational personnel management of an organization. • Development of corporate policies, plans, programs, procedures and technologies for personnel management. • Development of corporate culture and social policy, motivation systems, efficiency, assessment and personnel development. • Implementation and maintenance of corporate culture and social policy, motivation systems, efficiency, assessment and personnel development. • Formation of a system of remuneration and organization of labor.				measures to achieve the organization's strategic goals. PC-3.3. Uses information technology and management decision support systems to implement plans, programs, and modern HR technologies.	
			PC-4. Capable of developing, implementing, and maintaining corporate and social policies	PC-4.1. Develops corporate culture and social policy, motivation systems, efficiency, assessment and personnel development. PC-4.2. Analyzes successful corporate practices in strategic and operational personnel management and manages their implementation. PC-4.3. Develops, maintains, and implements an effective mechanism for motivating and incentivizing work activity, as well as a system for organizing personnel work.	Professional standard "Human Resources Specialist".
			PC-5. Capable of developing and implementing an organization's strategic personnel management system.	PC-5.1. Forms strategic goals, develops and implements a system of strategic personnel management of the organization. PC-5.2. Conducts an analysis of successful corporate practices in organizing strategic personnel management, organizational design, and interaction between departments.	Professional standard "Human Resources Specialist".

• Implementation and maintenance of a system of labor organization and personnel remuneration. • Analysis of successful corporate practices in organizing strategic personnel management, organizational design and interaction between departments. • Setting strategic goals in personnel management. • Planning activities and developing personnel management measures to achieve the strategic goals of the organization.					
Type of professional activity tasks: Research					
• Analysis of Russian and foreign trends in the development of theory and practice of human resource management. • Collection, processing, analysis and systematization of scientific and statistical information on the research topic. • Development of programs for conducting scientific research. • Presentation of scientific research results (patents, scientific reports, reviews, publications based on the results of completed research), implementation of scientific research and development results. • Formation of methodological foundations for conducting scientific research on current economic issues.	07 Administrative, managerial and office activities. 07.003 Human Resources Specialist	Professional research	**PC-6. Ability to conduct independent scientific research on current issues in human resource management and present the results of the conducted scientific research.**	PC-6.1. Conducts independent scientific research on current issues in human resource management, substantiates their relevance and practical significance. PC-6.2. Summarizes and critically evaluates the results of research on current management issues obtained by domestic and foreign researchers. PC-6.3. Presents the results of the conducted scientific research in the form of a scientific report, article, or paper.	Professional standard "Human Resources Specialist".

• Independent formulation and solution of problems arising in the course of scientific research work. • Acquiring skills in independent research with participation in the implementation of specific scientific developments. • Ensuring readiness for professional self-improvement, development of innovative thinking and creative potential, and professional excellence. • Justification of the methodology for studying modern problems of agricultural economics. • Conducting a scientific and practical analysis of modern problems of the agricultural economy.					

Matrix of the step-by-step formation of competencies in students in the field of training 38.04.02 Management (Master's level) focus Human Resources Management

Disciplines by blocks	**Universal competencies (UC)**						**General professional competencies (GPC)**					**Professional competencies (PC)**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**1**	**2**	**3**	**4**	**5**	**6**
Block 1. Disciplines (modules)	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
Mandatory part	+	+	+		+		+	+	+	+	+			+	+	+	+
Managerial economics			+				+		+								
Methodology of scientific research											+						+
Strategic management			+							+						+	
Statistical research methods								+									
Evolution of human resource management theories											+						+
Making management decisions			+				+									+	
Corporate management					+				+						+		
Information technology and management decision								+		+				+			

support systems																	
Modern strategic analysis	+							+								+	
Modern problems of management			+				+										
Project Management: Investment Planning		+															
Innovative management		+					+			+							
Business process management		+							+	+							
The part formed by the participants of educational relations	+	+		+	+	+						+	+	+	+	+	+
Philosophy of knowledge	+					+											
Business and intercultural communications				+	+												
Legal support for management activities												+	+			+	
Strategy and technology of personnel management													+	+		+	
Organization theory and organizational behavior		+										+				+	
Systems research in management	+											+					+
Foreign language in professional communications				+													
Motivation and stimulation of labor activity													+	+	+		
Personnel management in a changing environment												+			+	+	
Personnel policy														+	+	+	
Elective Disciplines (Modules) 1 (DV.1)												+				+	
Human capital management												+				+	
Consulting and coaching of personnel in the organization												+				+	
Elective Disciplines (Modules) 2 (DV.2)						+									+		
Self-management						+									+		
Business Ethics						+									+		
Block 2. Practice	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
Mandatory part							+	+	+	+	+						+
Research work							+	+	+	+	+						+
The part formed by the participants of educational relations	+	+	+	+	+	+						+	+	+	+	+	
Technological (design and technological) practice		+	+										+	+			
Pre-graduation practice	+			+	+	+						+			+	+	
Block 3. State final certification	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
Mandatory part	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
Preparing for and passing the state exam	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+

Defense of the final qualifying work, including preparation for the defense and the defense procedure	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
FTD. Elective disciplines												+			+		
The part formed by the participants of educational relations												+			+		
Current issues in the science and practice of human resource management												+					
Labor relations and social organization of business															+		

5 DOCUMENTS REGULATING THE CONTENT AND ORGANIZATION OF THE EDUCATIONAL PROCESS IN THE IMPLEMENTATION OF THE OPEP HE

In accordance with the Federal Law of the Russian Federation "On Education in the Russian Federation" No. 273-FZ dated December 29, 2012, the Procedure for organizing and implementing educational activities under educational programs of higher education - bachelor's degree programs , specialist programs , master's degree programs, approved by the order of the Ministry of Education and Science of the Russian Federation No. 301 dated April 5, 2017 and the Federal State Educational Standard of Higher Education in the field of training 38.04.02 Management (master's level) , the content and organization of the educational process in the implementation of the OPEP is regulated by the curriculum, working programs of disciplines (modules); internship programs; the GIA program, assessment and methodological materials that ensure the implementation of the relevant educational technologies.

5.1 Curriculum

The competency- oriented curriculum, approved in accordance with the established procedure, is given in Appendix 1 (full-time education) and includes two interrelated components: disciplinary-modular and competency -forming.

The discipline-modular part of the curriculum is a traditionally used curriculum format. It outlines the logical sequence of mastering the disciplines and practical exercises that ensure the development of competencies. The total workload of the disciplines and practical exercises in credit units is indicated, as well as their total and classroom workload in hours, including contact work.

The competency -forming part of the curriculum links all the mandatory competencies of the graduate with the time sequence of studying all disciplines and practices.

The structure of the master's program includes a compulsory part and a part formed by participants in educational relations.

The volume of the compulsory part, excluding the volume of the state final certification, must be at least 15 percent of the total volume of the master's degree program.

The structure of the master's program includes the following blocks:

Block 1 "Disciplines (modules)";

Block 2 “Practice”;

Block 3 "State final certification".

When implementing the program, students are provided with the opportunity to master elective and optional disciplines.

For each discipline and practice, types of academic work and forms of midterm assessment are indicated.

The implementation of a competency-based approach involves the extensive use of active and interactive learning methods in the educational process (computer simulations, business and role-playing games, case studies , roundtable discussions, debates, debates, psychological and other training sessions, etc.), combined with extracurricular activities to develop and enhance students' professional skills. The training courses include meetings with representatives of Russian and international companies, and master classes by experts and specialists.

5.2 Academic calendar schedule

The curriculum for the Master's program in Management (**38.04.02** Management) includes a full-time academic calendar. The academic calendar outlines the sequence of the curriculum for each year, including theoretical training, practical training, midterm assessments, final (state final) assessments, and vacations.

The schedule approved in accordance with the established procedure is given in Appendix 2.

The academic calendar is subject to update in connection with the approval of holidays for each calendar year.

5.3 Work programs of disciplines (modules)

Work programs of disciplines (modules) approved in accordance with the established procedure are stored as part of the OPOP VO and are provided in Appendix 3.

5.4 Internship programs

The section of the OPO VO “Practices” is mandatory and represents a type of educational activity directly focused on the practical training of students.

The practical training consolidates the knowledge and skills acquired by students as a result of mastering theoretical courses and special disciplines, develops practical skills and contributes to the comprehensive development of students' competencies stipulated by the Federal State Educational Standard of Higher Education - Master's degree in the field of training 38.04.02 Management .

Block 2 "Practice" includes educational and industrial practice in accordance with the Federal State Educational Standard of Higher Education - Master's degree in the field of training 38.04.02 Management .

Types of educational practice:

research practice.

Types of industrial practice:

technological (design and technological) practice;

Internship in the field of professional activity - pre-graduation internship.

Internships are conducted in third-party organizations or at university departments that have the necessary human resources and scientific and technical potential.

Goals and objectives, programs and reporting forms are defined in the internship programs for each type of internship.

Certification based on the results of the internship is carried out in the form of the student defending a completed individual or group assignment and/or submitting a report prepared in accordance with the rules and requirements established by the internship programs.

The internship programs approved in accordance with the established procedure are included in the OPEP VO and are provided in Appendix 4.

5.5 Program of state final certification (final certification)

Block 3 “State final certification” includes:

- preparation for and passing the state exam;
- preparation for the defense procedure and defense of the final qualifying work.

The state final certification is aimed at establishing the compliance of the level of professional training of graduates with the requirements of the Federal State Educational Standard of Higher Education in the field of training - 38.04.02 Management (Master's level) in the direction of "Human Resources Management".

State final certification is conducted in accordance with the approved Program of State Final Certification.

The program of state final certification of students is part of the OPOEP VO and is provided in Appendix 5.

5.6 Assessment materials (FOS) for disciplines (modules), practical training, research work, and state final certification

In accordance with the requirements of the Federal State Educational Standard of Higher Education and the Procedure for the Organization and Implementation of Educational Activities under Higher Education Programs - Bachelor's Degree Programs , Specialist's Degree Programs , Master's Degree Programs, approved by Order of the Ministry of Education and Science of the Russian Federation No. 301 dated April 5, 2017, to certify students for compliance of their personal achievements with the step-by-step requirements of the relevant Basic Educational Standard, the University creates assessment materials (FOS) for ongoing monitoring of academic performance, midterm and state final certification.

Assessment materials for the OOP HE allow assessing the level of development of competencies and are formed in accordance with the Regulation on assessment materials (assessment tools).

Assessment materials include: test questions and standard assignments for practical and laboratory classes, for written work, tests, colloquiums, preparation of reports, essays, speeches, preparation of reports, group and individual projects, tests and examinations; tests and computer testing programs; sample topics for coursework, essays, etc., as well as other forms of assessment that allow for the assessment of the degree of development of students' competencies (Appendix 6).

For each learning outcome in a discipline or practice, indicators and criteria for assessing the development of competencies at various stages of their formation, scales and assessment procedures are defined.

To assess learning outcomes in each discipline and practice, the university uses a point - rating system.

Assessment materials for the state final certification include a list of competencies that students must master upon completion of the educational program: a description of the indicators and criteria for assessing competencies, as well as assessment scales; standard assignments or other materials necessary for assessing the results of mastering the educational program; and methodological materials defining the procedures for assessing the results of mastering the educational program.

Assessment materials for each discipline (module), practice, and state final certification are provided in the OPEP VO.

5.7 Methodological materials on disciplines (modules), practical training, research work, state final certification

Methodological materials represent a set of methodological materials for a discipline (module, practice, research work, state final examination), formed in accordance with the structure and content of the discipline (module, practice), the educational technologies used and the forms of organization of the educational process.

Organizational and methodological materials (methodological instructions, recommendations) allow the student to optimally plan and organize the process of mastering the educational material.

Educational and methodological materials are aimed at students' mastery of the content of the discipline (module, practice, research work, state final examination), and are also aimed at testing and appropriately assessing the development of students' competencies at various stages of mastering the educational material.

The following are used as educational publications: textbooks, teaching aids, teaching aids, practical training, etc.

6. CONDITIONS FOR THE IMPLEMENTATION OF THE OPOP VO

6.1 General system requirements for the implementation of the OPOP VO

The organization has, on the right of ownership and other legal grounds, the material and technical support for educational activities (premises and equipment) for the implementation of the bachelor's degree program in **Block 1** "Disciplines (modules)" and **Block 3** "State final certification" in accordance with the curriculum.

Each student, throughout the entire period of study, is provided with individual unlimited access to the electronic information and educational environment of the university (EIEE) from any point where there is access to the information and telecommunications network "Internet" (hereinafter referred to as the "Internet"), both on the territory of the organization and outside it.

The developer of the EIOS OrelSAU is MMIS Laboratory LLC (Agreement No. 9515 dated 11.08.2022, No. 9725 dated 9.08.2022).

During the internship, the collection, storage and processing of scientific information, processing of text, graphic and empirical information, presentation of the results of scientific work, reports in the form of a presentation are actively used, e-mail and other resources of modern computer technology, operating systems, office software packages, **Kaspersky are actively used. Endpoint Security** and other licensed software.

The electronic information and educational environment provides:

- ✓ access to curricula, work programs of disciplines (modules), practices, electronic workload, electronic educational publications and electronic educational resources specified in the work programs of disciplines (modules) , practices;
- ✓ work of the admissions committee.
- ✓ Integration with the GIS SCOS platform.
- ✓ Provides testing for students, faculty and staff.
- ✓ creation of a student's electronic portfolio, including saving his work and grades for this work.
- ✓ creation of personal accounts for teachers and students.
- ✓ access to the electronic class schedule.
- ✓ development of electronic courses in accordance with the working programs of the training areas.
- ✓ electronic grade books.
- ✓ formation

The functioning of the electronic information and educational environment is supported by appropriate information and communication technology tools and the qualifications of the staff using and supporting it. The university's electronic information and educational environment complies with Russian Federation law.

A set of licensed and freely distributed software, including domestically produced ones, necessary for mastering the OBOR

- Operating system : Microsoft Windows
- Office suite: Microsoft Office
- Antivirus software: Kaspersky Endpoint Security
- VK Work Mail for email and webinars

– modules of MMIS Laboratory LLC for the electronic information and educational environment of Oryol State Agrarian University, including for distance learning.

Freely distributed software, including domestically produced:

– Adobe Reader – PDF digital document editor

– 7-Zip is a free file archiver

– Yandex browser.

Every university student is provided with access to modern professional databases and information reference systems via remote access and an individual login and password. Students with disabilities and those with special educational needs are provided with electronic educational resources adapted to their needs.

Students with visual impairments must download a special mobile application for iOS and Android platforms , which includes an integrated speech synthesizer and unique services.

The University's Scientific Library is a universal information unit, an expert in information products, connecting to electronic full-text resources and scientometric services and providing user access to them; a custodian of the University's electronic educational and scientific content, providing access to it; and a research tool, monitoring the publication activity of University staff.

The Oryol State Agrarian University's scientific library is equipped with the necessary telecommunications, communications, and electronic equipment, and has free internet access. For independent study, students can use 191 reading rooms, including 12 automated workstations with internet access and access to the university's online learning environment.

The electronic library of the university http://80.76.178.135/MarcWeb/login , which includes access to resources, virtual services and information materials, is formed on the single portal of the Scientific Library http://library.orelsau.ru/about/ .

Each student is provided with individual unlimited access to the electronic information resources of the Scientific Library (http://library.orelsau.ru/els-remote-access-by-subscription.php) from anywhere on the Internet, containing: resources of electronic library systems, electronic libraries, modern professional databases and information and reference systems: - Electronic library of the YURAYT publishing house https://urait.ru/ access is carried out from anywhere on the Internet using a login and password after registration from the IP addresses of the university ; Electronic library resource for foreign students "Russian as a Foreign Language", Electronic educational resource (EER) of the IP R Media Company, publishing collection of the Zlatoust publishing house https://www.iprbookshop.ru/137467.html access to the database by login and password;

Every university student is provided with local and remote access to modern professional databases and information reference systems using a login and password. Students with disabilities and those with special educational needs are provided with electronic educational resources adapted to their needs.

Each student is provided with individual unlimited access to the electronic information and educational environment from any point where there is access to the Internet.

The collection of periodicals includes, among other things, the following publications on the OPOP: printed periodicals – electronic scientific journals on the NEB eLibrary platform https :// elibrary . ru / org profile . asp ? id = 4691 ; archive of scientific journals of the Non-Commercial Partnership "National Electronic Information Consortium" (NP NEICON) https://archive.neicon.ru/xmlui/ ; universal database of electronic periodicals (UDD) https://eivis.ru/basic/details LLC "IVIS " https://lib.rucont.ru/search electronic library system of OOO TsKB " Bibkom " periodicals section.

The list of electronic library systems to which the Federal State Budgetary Educational Institution of Higher Education Oryol State Agrarian University has access is presented in the table.

List of electronic library systems
Federal State Budgetary Educational Institution of Higher Education Oryol State Agrarian University

2025-2026 academic year	Information card for procurement session No. 20090965312510011 dated September 23, 2025. LLC "Electronic Publishing House YURAYT" Moscow, Plekhanov St., Building 4A, Room 15 INN 770352085/ KPP 502701001 account 40702810422000011868 in JSCB "ABSOLUTE BANK" (PJSC) Moscow BIC 044525976 K/S 30101810500000000976	From 30.09.2025 to 30.09.2026
	Agreement IVIS LLC Moscow, Elektrolitny proezd, 9, bldg. 1, room VIII PAO Sberbank Moscow Current account 40702810238110108221 K / account 30101810400000000225 BIC 044525225 INN 7706605522 KPP 772601001	Indefinite
2026-2027 academic year	License agreement No. 13749/26 RKI IP Air Media LLC Legal address: 143405, Moscow region, Krasnogorsk urban district, Krasnogorsk city , Ilyinskoye highway , house 1A, premises 17.6/office 5 Postal address: Saratov , P.O. Box 916 INN/KPP 6454085119/770301001 OKPO code 96950901 Name of the bank Branch Nizhny Novgorod JSC Alfa-Bank BIC 042202824 c/s 30101810200000000824 R / S 40702810029130000797	From 02/13/2026 – 02/13/2027

License agreement No. PKT-0023/26 dated March 23, 2026. National Digital Resource Rukont LLC (NCR RUKONT LLC) granting the right to use the intellectual property "RUKONTEXT" plagiarism detection software module. Checking scientific and research works for plagiarism (illegal borrowing).

Library cooperation agreements with third-party organizations:

Non-profit partnership "National Electronic Information –Consortium" (cooperation agreement 832-DS-2012 dated 12/27/2012 (unlimited);

State Institution "Belarusian Agricultural Library –named after I.S. Lupinovich " of the National Academy of Sciences of Belarus (document exchange agreement No. 4/2013 dated May 7, 2013; additional agreement No. 1 dated February 2016; document flow agreement No. 3/2018 dated May 21, 2018);

Federal State Budgetary Educational Institution of Higher Education "Oryol State Institute of Arts and Culture" –(joint activity agreement dated January 31, 2012; additional agreement dated February 2016; joint activity agreement dated March 30, 2017); joint activity agreement dated March 30, 2023.

State Cultural Institution of the Oryol Region "Oryol Regional –Special Library for the Blind named after A.G. Abashkin " (cooperation agreement dated January 21, 2021);

JSC Central Design Bureau BIBKOM (contract No. DS-192 dated 09.02.2012; Contract No. DS-192 dated –01.03.2017 (unlimited));

Kniga-Service –Agency LLC (supplementary agreement No. 1 to License Agreement No. 2114/AKS-51 Periodicals, February 2016; supplementary agreement No. 1 dated October 7, 2016; supplementary agreement No. 1 dated February 14, 2017); (license agreement No. 3891/AKS-51 Periodicals dated November 3, 2017; license agreement No. 1555/AKS-51 Periodicals. Archive of periodicals dated November 1, 2013; license agreement No. 5135/AKS-259 Periodicals dated March 26, 2025 (unlimited);

LLC "Izdatelstvo Lan" (additional agreement No. 1 to Agreement No. 18/03 –dated March 18, 2013, approved on September 28, 2015; Agreement No. HB-98 on the placement and use of works in the electronic library system (database) dated November 10, 2017));

State Budgetary Educational Institution of Higher Education “Penza State Agrarian University” (–cooperation agreement dated May 23, 2017);

LLC Electronic Publishing House "YURAYT" (cooperation agreement for –the purpose of replenishing the library collection No. 5 dated 04/16/2018);

Agreement on connection to the NEB and provision of access to NEB facilities No. 101/NEB/1353-p dated 05/24/2019);

Federal State Budgetary Educational Institution of Higher Education Samara State Agrarian University (cooperation agreement No. 2 dated May 14, 2019).

License Agreement No. 2378/20 dated September 8, 2020, IP R Media LLC for the placement and use of Works in the electronic library system and unified electronic educational resource

License Agreement No. 2666/21 dated May 20, 2021. IP R Media LLC for the placement and use of the university's periodicals.

ZNANIUN Electronic Library System . COM

6.2 Material and technical and educational and methodological support for the OPEP of HE

The University has facilities that support all types of disciplinary and interdisciplinary training, laboratory, practical, and research work for master's students, as outlined in the curriculum of the OEP VO master's program in the 38.04.02 Management major, "Human Resources Management," and comply with current sanitary and fire safety rules and regulations. Classroom space is utilized with due consideration for the specific disciplines.

The training premises are classrooms for conducting classes provided for by the master's program, equipped with equipment and technical teaching aids, the composition of which is determined in the working programs of the disciplines.

The rooms for independent student work are equipped with computers with the ability to connect to the Internet and provide access to the electronic information and educational environment of the Federal State Budgetary Educational Institution of Higher Education Oryol State Agrarian University.

The University is provided with the necessary set of licensed and freely distributed software, including domestically produced ones (the composition is defined in the working programs of the disciplines and is updated as necessary).

When using printed publications in the educational process, the library collection is equipped with printed publications at a rate of at least 0.25 copies of each of the publications specified in the working programs of disciplines, internship programs, per student from among those simultaneously mastering the relevant discipline (module), undergoing the relevant internship.

Students are provided with access (remote access), including in the case of using e-learning and distance learning technologies, to modern professional databases and information reference systems, the composition of which is determined in the working programs of disciplines and is subject to updating (if necessary).

Provision of the educational process according to the OPEP with equipment, classrooms, and facilities is reflected in Appendix 11. Information on the material and technical support of the OPEP of HE

6.3 Personnel support for the implementation of the OPEP VO

The OPOP of the higher education master's program in the field of training 38.04.02 Management, specialization "Human Resources Management" is provided by the teaching staff of the Federal State Budgetary Educational Institution of Higher Education Oryol State Agrarian University, as well as by persons involved by the university in the implementation of the master's program under other conditions.

The qualifications of the teaching staff of the Federal State Budgetary Educational Institution of Higher Education Oryol State Agrarian University meet the qualification requirements specified in the qualification reference books and (or) professional standards.

The share of teaching staff of the Federal State Budgetary Educational Institution of Higher Education Oryol State Agrarian University participating in the implementation of the master's program and persons attracted by the university to the implementation of the master's program under other conditions (based on the number of positions to be filled, reduced to integer values), conducting scientific, educational and methodological and (or) practical work corresponding to the profile of the taught discipline (module) is at least 70%.

The share of teaching staff of the Federal State Budgetary Educational Institution of Higher Education Oryol State Agrarian University participating in the implementation of the master's program and persons engaged by the university under other conditions (based on the number of positions to be filled, reduced to integer values), who are managers and (or) employees of other organizations, carrying out labor activities in the professional sphere corresponding to the professional activity for which graduates are being prepared, and who have at least 3 years of work experience in this professional sphere, is at least 5%.

The share of teaching staff participating in the implementation of the master's program and persons attracted by the university under other conditions (based on the number of positions to be filled, reduced to integer values), who have an academic degree (including an academic degree obtained in a foreign state and recognized in the Russian Federation) and (or) an academic title (including an academic title obtained in a foreign state and recognized in the Russian Federation) is at least 60%.

the overall scientific content of the OPEP HE Master's program in the 38.04.02 Management major , "Human Resources Management." All faculty members responsible for implementing this OPEP HE hold an academic degree, conduct (or participate in) independent research projects in this area of study, have annual publications based on their research results in leading domestic and/or international peer-reviewed scientific journals and publications, and annually test the results of said research at international conferences. They also regularly attend advanced training courses, as evidenced by diplomas and certificates.

The staffing for the implementation of the OPEP HE in the training area 38.04.02 Management, focus “Human Resources Management” is presented in Appendix 8 “ Certificate on the staffing of the OPEP HE”, Appendix 9 Certificate on employees from among the managers and employees of organizations whose activities are related to the focus (profile) of the implemented OPEP HE and Appendix 10 Certificate on the academic supervisor of the master's program.

6.4 Financial conditions for the implementation of the OBOR VO

Financial support for the implementation of the Master's degree program is carried out in an amount not less than the basic standard costs established by the Ministry of Education and Science of the Russian Federation for the provision of public services in the field of education for a given level of education and area of training, taking into account the correction factors that take

into account the specifics of the educational program in accordance with the Methodology for determining the standard costs for the provision of public services for the implementation of state-accredited educational programs of higher education in specialties and areas of training, approved by order of the Ministry of Education and Science of the Russian Federation dated October 30, 2015 No. 1272 (registered by the Ministry of Justice of the Russian Federation on November 30, 2015, registration number No. 39898).

6.5 Assessment of the quality of educational activities and training of students in the OEP HE

responsible for ensuring the quality of training of students in the implementation of the master's program, and for students achieving the required results of mastering the program, guaranteeing the quality of training, including by:

– review of educational programs;

– development of objective procedures for assessing the level of knowledge and skills of students and the competencies of graduates;

– ensuring the competence of the teaching staff;

– regular self-assessment with the involvement of employer representatives;

– informing the public about the results of its activities, plans, and innovations.

The quality level of a Master's program and its compliance with the requirements of the Federal State Educational Standard of Higher Education is determined through verification of compliance with licensing requirements, as well as through state accreditation.

The quality level of a Master's degree program and its compliance with labor market requirements and professional standards can be determined through the process of professional and public accreditation of the program.

Assessment of the quality of mastery of master's programs by students includes ongoing monitoring of academic performance, midterm assessment of students and final (state final) assessment.

Specific forms and procedures for ongoing monitoring of academic performance and midterm assessment of students in each discipline (module) and practical training are established by the curriculum, indicated in the work program of the discipline (module) and communicated to students through their personal accounts (university electronic information and educational environment) at the beginning of the semester.

To implement ongoing monitoring of students' academic performance and midterm assessment procedures, faculty have developed assessment tools to evaluate the achievement of the learning outcomes planned in the educational program and the level of development of all competencies stated in the Basic Educational Program for Higher Education. To align ongoing monitoring of students' academic performance and midterm assessment with their future professional goals, Oryol State Agrarian University engages current managers and employees of specialized organizations (with at least three years of experience in the relevant professional field), as well as faculty from related educational fields, in ongoing monitoring of students' academic performance and midterm assessment procedures.

Students are given the opportunity to evaluate the content, organization, and quality of the educational process as a whole, as well as individual courses (modules), and practical training. For this purpose, the educational program is posted on the official website of the Oryol State Agrarian University in the "Education" section, and a student survey is also conducted.

External assessment of the quality of implementation of the OPEP HE is determined through the following activities:

– review of the educational program by managers and/or employees of organizations whose activities are related to the focus (profile) of the master's program being implemented and who have at least 3 years of experience in this professional field;

– assessment of the professional activities of master's students by employers during their internship;

– Receiving feedback from employers during students' participation in regional and interregional competitions in various types of professionally oriented activities.

7. CHARACTERISTICS OF THE UNIVERSITY'S SOCIO-CULTURAL ENVIRONMENT, ENSURING THE DEVELOPMENT OF STUDENTS' UNIVERSAL COMPETENCIES

The Charter of the Federal State Budgetary Educational Institution of Higher Education "Oryol State Agrarian University named after N.V. Parakhin " determines that the educational objectives of the university, arising from the humanistic nature of education and the priority of universal and moral values, are realized through joint educational, scientific, industrial, social and other activities of students and employees.

At the University, educational activities are considered an important and integral part of the continuous multi-level educational process.

At the Federal State Budgetary Educational Institution of Higher Education Oryol State Agrarian University, educational activities are carried out systematically in accordance with the Documented Procedure “Educational and Extracurricular Work with Students” through the educational process, industrial practice, research work and the system of extracurricular work.

The main goal of educational work at the university is the comprehensive development of the student's personality as a citizen of Russian society, possessing deep professional knowledge and skills, a culturally active, socially active person, respectful of the spiritual values and traditions, moral principles and ethical guidelines of society.

The most specific and relevant tasks are the following:

- formation of civic position and patriotic consciousness, legal and political culture in students;
- development of personal qualities necessary for effective professional activity and intelligence;
- education of moral qualities, spiritual and cultural values and needs, ethical norms and generally accepted rules of conduct in society;
- orientation towards universal human values and high humanistic ideals of culture;
- development of skills and abilities in team management using various forms of student self-government;
- preservation and enhancement of the historical and cultural traditions of the university, continuity in the education of student youth;
- introduction to the university spirit, formation of a sense of university solidarity and corporate spirit;
- improving physical condition, instilling the need for a healthy lifestyle, developing an intolerant attitude towards drugs, drunkenness, and antisocial behavior.
- creating conditions for creative self-realization of the individual and for students to spend their leisure time outside of class time;
- creation of a complete social and pedagogical educational environment.

The principles of educational work in the Federal State Budgetary Educational Institution of Higher Education Oryol State Agrarian University are:

- comprehensive approach,
- plannedness and systematicity,
- scientific character and continuity ,
- concreteness and differentiality ,
- unity of training and education,
- humanism and collectivism,
- democracy,
- interest and activity of students.

The main structural divisions participating in educational work at the Federal State Budgetary Educational Institution of Higher Education Oryol State Agrarian University are: the rector's office; the University Student Council; the deans' offices of faculties (institutes); the Student Council of the faculty (institute); the youth center; the departments; the university scientific library; the university museum; the primary trade union organization of students, the Department of Physical Education.

As part of the educational work process with students, the following activities are carried out:

- planning educational and extracurricular activities;
- implementation of educational and extracurricular activities in the following areas:
- cultural and creative activities;
- physical education and health improvement of students;
- information work and public activities;
- the formation of moral, spiritual and cultural values in students, the prevention of crime, and the strengthening of academic discipline;
- management of educational and extracurricular activities;
- survey of students.

In general, educational and extracurricular work at the University is implemented at three levels of management: at the University, faculty and department level.

The university has developed and approved educational work plans for its structural divisions, and is implementing various projects in various areas of educational activity.

At the University level, the Youth Center (YC) of the Oryol State Agrarian University provides educational and extracurricular activities for students. The YC operates in accordance with the Regulations on the Youth Center, which outlines the main areas of educational and extracurricular work the YC provides for students.

At the faculty level, the dean of the faculty is responsible for overall management of educational and extracurricular activities. A deputy dean for educational work is appointed to coordinate and organize educational and extracurricular activities within the faculty.

At the department level, the head of the department is responsible for educational work.

Based on the order of the dean of the faculty, upon the recommendation of the head of the graduating department, the functions of a curator are assigned to organize educational and extracurricular work with a student group.

The effectiveness of extracurricular activities is ensured by the development of the university's extracurricular environment. The university's extracurricular environment includes: creative teams in which students participate in research and projects; creative workshops; club environments; health and wellness environments; information environments; and self-governance.

The university has developed a multi-tiered system of student self-government. At the faculty level, these include faculty student councils, student monitors , student scientific societies, trade union bureaus, and others. Student self-government bodies within the faculties interact with university-wide self-government bodies. At Oryol State Agrarian University, these structures include the Student Council and the Primary Student Trade Union. The Primary Student Trade Union operates under the Charter of the Federation of Trade Unions of the Oryol Region.

The self-governance environment is designed to develop management skills, foster social interaction, and foster leadership. To this end, the university has established a council of young scientists.

The unique nature of the Council of Young Scientists' activities lies in its parallel work with the Academic Council of the Federal State Budgetary Educational Institution of Higher Education Oryol State Agrarian University in several areas that complement each other.

The Council of Young Scientists provides students with the opportunity to develop the leadership qualities of future managers, the ability to make informed decisions, and to be bold and responsible.

The university has a well-developed infrastructure for educational activities. There is a student cultural and leisure center, the Youth Center, where students can hold their events on the dance floor and in the concert hall.

The student club is represented by creative groups: the V.G. Gaponenko student choir, a stagecraft workshop, a contemporary choreography studio, a ballroom dance studio, the Rhythm pop vocal studio, a theater studio, a historical dance studio, etc.

The student sports and recreation center hosts training sessions for the sports club's sections. The necessary equipment and facilities are available for sporting events. Specifically, the following facilities include a volleyball and basketball court, a table tennis court, a mirrored aerobics court, a shaping room, a weight room, a ballroom dance room, and a dance room.

The Student City has a sports ground for training and games of mini-football and streetball, and outdoor exercise equipment is installed.

The University's Scientific Library carries out educational and extracurricular activities with students on a planned basis, in close collaboration with the faculties. This includes designing information boards, holding exhibitions, literature reviews, thematic meetings, and presentations on the following topics: civic responsibility and patriotism; introduction to the history of the University and its scholars; love for one's homeland, respect for one's history and culture, local history; and the culture of interethnic communication. The Scientific Library staff, together with departmental faculty, participates in the implementation of cultural and educational programs and assists the youth center in organizing cultural and educational events.

To provide accommodation for full-time and part-time students, the university has 5 student dormitories.

To provide meals, the university has established food service facilities. The total number of seats and the layout of the cafeterias and buffets allow for the needs of staff and students for hot meals.

8. FEATURES OF ORGANIZING THE EDUCATIONAL PROCESS FOR PERSONS WITH DISABILITIES

Students with disabilities are provided with printed and/or electronic educational resources in forms adapted to their disabilities.

For disabled people and individuals with limited health capabilities, the university establishes a special procedure for mastering the discipline (module) in physical education and sports, taking into account their health status.

The selection of locations for educational and industrial training for individuals with disabilities is made taking into account the health status of students and accessibility requirements.

Depending on the individual characteristics of students with disabilities, the university ensures the following requirements are met when conducting the State Final Attestation (GIA):

a) for the blind:

- assignments and other materials for passing the State Final Attestation (GIA) are presented in Braille or in the form of an electronic document accessible via a computer
- specialized software for the blind, or read by an assistant;
- written assignments are completed by students on paper using Braille or on a computer with specialized software for the blind, or are dictated to an assistant;
- If necessary, students are provided with a set of writing instruments and paper for writing in Braille, and a computer with specialized software for the blind;

b) for the visually impaired:

- assignments and other materials for passing the State Final Attestation (GIA) are presented in large font;
- individual uniform illumination of at least 300 lux is provided;
- If necessary, students are provided with a magnifying device; the use of magnifying devices that students have is permitted;

c) for the deaf and hard of hearing, with severe speech impairments:

− the availability of sound amplification equipment for collective use is ensured; if necessary, students are provided with sound amplification equipment for individual use;

− at their request, the State Final Attestation (GIA) is conducted in written form;

d) for persons with musculoskeletal disorders (severe impairment of motor functions of the upper limbs or absence of upper limbs):

- written assignments are completed by students on a computer with specialized software or dictated to an assistant;

- At their request, the State Final Attestation (GFA) is conducted orally. A student with a disability must submit a written request, no later than three months prior to the GFA, regarding the need for special accommodations during the GFA, specifying their individual needs. Documents confirming the student's individual needs (if the organization does not have these documents) must be attached to the request. In the request, the student must indicate the need (or lack thereof) for an assistant to be present during the GFA, and the need (or lack thereof) for an extension of the GFA duration beyond the established time (for each GFA).

TERMS, DEFINITIONS AND ABBREVIATIONS

This document uses terms and definitions in accordance with the Federal Law of the Russian Federation “On Education in the Russian Federation” (No. 273-FZ of 29.12.2012):

− educational training program – a set of educational and methodological documents regulating the goals, expected results, content and implementation of the educational process in a specific area, level and profile of training;

− learning outcomes – acquired knowledge, skills, abilities and mastered competencies;

− competence – the ability to apply knowledge, skills, abilities and personal qualities for successful activity in a certain field;

− credit unit – a measure of the complexity of an educational program;

− educational technology – a system that includes a specific presentation of the planned learning outcomes, the form of learning, the procedure for interaction between the student and the teacher, teaching methods and tools, a system for diagnosing the current state of the educational process and the level of learning of the student;

− area of professional activity – a set of objects of professional activity in their scientific, social, economic, and industrial manifestations;

− the object of professional activity – systems, objects, phenomena, processes on which the impact is directed;

Abbreviations

The following abbreviations are used in this DP:

OPOP VO – main professional educational program of higher education;

UK – universal competence;

GPC – general professional competence;

PC – professional competence;

PS – professional standard;

GLF – generalized labor function;

MPC – mandatory professional competence;

FSES VO – federal state educational standard of higher education;

FOS – funds of assessment means;

GIA – state final certification;

IA – final certification;

FGBOU VO Oryol SAU – Federal State Budgetary Educational Institution of Higher Education “Oryol State Agrarian University named after N.V. Parakhin ”.

REVIEW
EXPERT REPRESENTATIVE OF EMPLOYERS
FOR THE BASIC PROFESSIONAL EDUCATIONAL PROGRAM OF HIGHER EDUCATION (BPPHE) IN THE DIRECTION

training 38.04.02 - Management
Focus (profile) of training - Human Resources Management
Level of education – Master's degree
Qualification: Master's degree
Form of study – full-time
The program takes 2 years to complete.
The start year of preparation is 2025.

The Main Professional Educational Program of Higher Education (MPEP VO) is compiled taking into account the requirements of the Federal State Educational Standard of Higher Education (FSES VO) in the field of study 38.04.02 – Management (Master's level).

The main professional educational program of higher education includes regulatory documents for the development of the basic professional educational program for the master's degree program in the field of study 38.04.02 - Management. The focus (profile) of training is "Human Resources Management" and reflects the areas, spheres, and types of tasks of the graduate's professional activity, generalized work functions in accordance with professional standards.

The program reflects the planned results of mastering the basic professional educational program of higher education - the competencies of students established by the educational standard, presents documents regulating the content and organization of the educational process in the implementation of the main professional educational program of higher education in the direction of training 38.04.02 - Management (master's level), regulatory and methodological support for the system for assessing the quality of mastering the basic professional educational program of the master's degree by students, reflects the actual resource provision of the basic professional educational program of the master's degree, material and technical support, and provides a characteristic of the university environment, ensuring the development of general cultural and social-personal qualities of graduates.

As a result of mastering the OPO VO in the field of training 38.04.02 - Management (master's level), focus (profile) of training - "Human Resources Management", the graduate should have developed universal, general professional and professional competencies.

Conclusion: The OPOEP of HE in the field of training in the field of training 38.04.02 - Management (Master's level) focus (profile) of training is "Human Resources Management", meets the requirements of the Federal State Educational Standard of Higher Education, has a comprehensive and targeted approach to the training of a master's student who has the skills and competencies necessary for further professional activity in the relevant field.

Expert:

Position: Head of the Department of Macroeconomics and Regulatory Impact Assessment of the Department of Economic Analysis and Forecasting of the Department of Economic Development and Investment Activities of the Oryol Region, PhD in Economics.

Grishaev E.V.

REVIEW
EXPERT REPRESENTATIVE OF EMPLOYERS
FOR THE BASIC PROFESSIONAL EDUCATIONAL PROGRAM OF HIGHER EDUCATION (BPPHE) IN THE DIRECTION

training 38.04.02 - Management
Focus (profile) of training - Human Resources Management
Level of education – Master's degree
Qualification: Master's degree
The form of study is correspondence.
The program takes 2 years and 6 months to complete.
The start year of preparation is 2025.

The Main Professional Educational Program of Higher Education (MPEP VO) is compiled taking into account the requirements of the Federal State Educational Standard of Higher Education (FSES VO) in the field of study 38.04.02 – Management (Master's level).

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Expert:

Deputy Head of Department – Head of Department
digital transformation and information resources
digitalization management , legal support,
financial control and project development of the agro-industrial complex
Department of Agriculture of the Oryol Region *Krasov*

REVIEW
EXPERT REPRESENTATIVE OF EMPLOYERS
FOR THE BASIC PROFESSIONAL EDUCATIONAL PROGRAM OF HIGHER EDUCATION (BPPHE) IN THE DIRECTION

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Expert:

Deputy Head of Department – Head of Department
digital transformation and information resources
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financial control and project development of the agro-industrial complex
Department of Agriculture of the Oryol Region *Krasov*

EXPERT OPINION (review)

to the funds of assessment tools of the main professional educational program of higher education for graduates with the qualification of "Master" in the field of study 38.04.02 - Management (Master's level) focus (profile) of training - "Human Resources Management", developed by the Federal State Educational Institution of Higher Education "Oryol State Agrarian University named after N.V. Parakhin "

The developer has submitted a set of documents, including:

- the main professional educational program of higher education in the field of training 38.04.02 – Management, focus (profile) of training – “Human Resources Management”;

- a list of competencies indicating the stages of their formation in the process of mastering the educational program;

- description of indicators and criteria for assessing the level of acquired competencies at various stages of their formation;

- standard control tasks or other materials necessary for assessing knowledge, skills, abilities and (or) work experience, characterizing the stages of formation of competencies in the process of mastering the educational program and the scale of their assessment;

- methodological materials defining the procedures for assessing knowledge, skills, abilities and (or) work experience, characterizing the stages of formation of indicators for achieving competencies.

Based on the examination of the materials submitted for examination, the following conclusions were made:

1. The forms and means of current and intermediate control are adequate to the goals and objectives of the implementation of the main professional educational program of higher education in the field of training 38.04.02 - Management, training focus (profile) - "Human Resources Management", namely:

1.1 The list of developing competencies that students must master as a result of mastering the OPEP of HE corresponds to the Federal State Educational Standard of HE in the field of training 38.04.02 – Management (master's level).

1.2 Indicators and criteria for assessing competencies in general provide the opportunity to conduct a comprehensive assessment of learning outcomes and levels of competence development .

1.3 The assessment tool funds (ASTF) are formed on the basis of key assessment principles of validity , certainty, unambiguity, reliability, meet the requirements for the composition and connection of assessment tools, completeness in terms of the quantitative composition of assessment tools and allow for an objective assessment of learning outcomes and the level of development of competencies.

1.4 The methodological materials of the FOS contain clearly formulated recommendations for assessing learning outcomes and the development of competencies.

2. The focus areas of the FOS correspond to the goals of the OPOEP VO in the training area 38.04.02 – Management (Master’s level), types of professional activity and future professional activity of students.

3. The main advantages of the FOS are: problem-oriented nature, updating of the content of professional activity in tasks, connection of criteria with planned results.

4. The assessment tools of the OOP HE correspond to the mandatory minimum content of the FOS HE, ensure the certification of university students and make it possible to determine their compliance with a specific qualification characteristic.

5. The assessment tools of the main professional educational program of higher education with the qualification of a graduate “Master” in the field of study 38.04.02 – Management (Master’s level), focus (profile) of study – “Human Resources Management” can be used in the educational process within the framework of specialized training.

Based on the conducted examination, it can be concluded that the funds of assessment tools of the main professional educational program of higher education for the graduate qualification of "Master" in the field of study 38.04.02 - Management (Master's level), focus (profile) of training - "Human Resources Management", developed by the Federal State Educational Institution of Higher Education "Oryol State Agrarian University named after N.V. Parakhin " comply with the requirements of the Federal State Educational Standard of Higher Education in the field of study 38.04.02 - Management (Master's level), as well as the modern requirements of the labor market.

Professor of the Department of Economics and
economic security"
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Federation" (Central Russian Institute
management – branch of RANEPA)
Doctor of Economics, Professor *Parushina*

Change Registration Sheet

Change number	Text of changes	Order, minutes of the meeting of the Academic Council of the University	
		No.	Date