UNIVERSITY OF ECONOMICS - VARNA

MASTER DEGREE CENTER

DEPARTMENT OF MANAGEMENT AND ADMINISTRATION

Adopted by the FC (record №/ date):
Adopted by the DC (record №/ date):

ACCEPTED BY:
Dean:
(Prof. Stoyan Marinov, PhD)

SYLLABUS

SUBJECT: ADVANCED TECHNOLOGY IN THE WORKPLACE

DEGREE PROGRAMME: INTERCULTURAL BUSINESS; MASTER`S DEGREE

YEAR OF STUDY: 6; SEMESTER: 11

TOTAL STUDENT WORKLOAD: 90 hours; incl. curricular 30 hours

CREDITS: 3

DISTRIBUTION OF STUDENT WORKLOAD ACCORDING TO THE CURRICULUM

TYPE OF STUDY HOURS	**WORKLOAD, hours**	**TEACHING HOURS PER WEEK, hours**
CURRICULAR: incl. • LECTURES • SEMINARS / LAB. EXERCISES	 30 0	 2 0
EXTRACURRICULAR	60	-

Prepared by:
1. ……..
(ch. asst. prof. Petar Petrov, PhD)

Head of department
of Management and Administration: ……
(assoc. prof Dobrin Dobrev, PhD)

I. ANNOTATION

The current digital workplace is fast-moving and presents an ever-changing job market. On this course, students will discover why digital skills are so important, and the type of job roles that lean heavily on this knowledge. Students will learn about the Fourth Industrial Revolution and the importance of digital skills in today's job market before reflecting on the transferable skills they will need to secure the future of their career.

By the end of the course, students will be able to...

- *Identify the technologies and aspects of the Fourth Industrial Revolution.*
- *Discuss how technology is changing the world around us.*
- *Debate the growing importance of data.*
- *Explore the impact of automation in the workplace.*
- *Investigate the digital skills predicted for a future workforce.*
- *Reflect on the transferable skills predicted to be future proof.*

The main competencies involved in the Advanced Technology in the Workplace course are:

- *Mathematical competence and competence in science, technology, engineering (3).*
- *Digital competence (4).*

II. THEMATIC CONTENT

№	TITLE OF UNIT AND SUBTOPICS	NUMBER OF HOURS		
		L	S	L.E.
Theme 1. FOURTH INDUSTRIAL REVOLUTION		**3**		
1.1.	Specifics and premises			
1.2.	Evolution			
1.3.	Impact			
Theme 2. THE INFLUENCE OF MODERN TECHNOLOGIES		**4**		
2.1.	Effects on the society			
2.2.	Effects on the way we learn			
2.3.	Effects on the job market			
Theme 3. THE GROWING IMPORTANCE OF DATA		**3**		
3.1.	From big data to personal data			
3.2.	Data collection and usage			
Theme 4. GETTING A JOB IN NEW WAYS		**3**		
4.1.	The role of the Internet			
4.2.	The digital nature of work			
4.3.	Tools to get started			
Theme 5. PHYSICAL TIES TO WORK		**3**		
5.1.	What is the cloud			
5.2.	Scalability basics			
5.3.	Software as a service			
Theme 6. ADVANCING YOUR CAREER IN THE TECHNICAL WORLD		**3**		
6.1.	How will the workplace of the future be different?			
6.2.	Will workers be expected to constantly learn new things just to stay employable?			
6.3.	Will machines be taking over our jobs?			
Theme 7. HRIS AND EHRM		**3**		
7.1.	HRIS role and elements			
7.2.	The specifics of eHRM			
7.3.	From an HRIS to eHRM			

Theme 8. AUTOMATION, AI AND TECHNOLOGY		**4**		
8.1.	The process of automation			
8.2.	The role of robots			
8.3.	Implementation of AI			
8.4.	Disruptice technomlogies			
Theme 9. EVOLUTION OF THE HR FUNCTIONS		**4**		
9.1.	Recruitment and selection			
9.2.	Performance management			
9.3.	Learning and development			
9.4.	Rewards			
9.5.	Other examples			
	Total:	**30**		

III. FORMS OF CONTROL:

№	TYPE AND FORM OF CONTROL	Number	extracur-ricular, hours
1.	**Midterm control**		
1.1.	Couse project	**1**	**20**
1.2.	Presentation	**1**	**5**
1.3.	Test	**1**	**10**
	Total midterm control:	**3**	**35**
2.	**Final term control**		
2.1.	Examination (PBL)	**1**	**25**
	Total final term control:	**1**	**25**
	Total for all types of control:	**4**	**60**

IV. LITERATURE

REQUIRED (BASIC) LITERATURE:

1. Advanced Technology in the Workplace Course Materials available at https://e-learn.ue-varna.bg.
2. Greve, B. (2017). Technology and the Future of Work. S.L.: Edward Elgar.
3. Technology and the Future of Work | Factsheets | CIPD. (2022). Retrieved 8 May 2022, from https://www.cipd.co.uk/knowledge/work/technology/emerging-future-work-factsheet.

RECOMMENDED (ADDITIONAL) LITERATURE:

1. Chatterjee, S., Chakraborty, S., Fulk, H., & Sarker, S. (2021). Building a compassionate workplace using information technology: Considerations for information systems research. International Journal Of Information Management, 56, 102261. doi: 10.1016/j.ijinfomgt.2020.102261.
2. DiRomualdo, T., Caldwell, M., and Osle, H. (2018). Forging a Digital Path to World-Class HR. HR Executive Insight. The Hackett Group.
3. Hislop, D. (2015). Mobility and technology in the workplace. London: Routledge.
4. Kavanagh, M., R. Johnson. (2017). Human Resource Information Systems: Basics, Applications, and Future Directions. SAGE Publications.
5. Neubauer DE, Ghazali K, editors. (2015). Technology and Workplace Skills for the Twenty-First Century, Asia Pacific Universities in the Globalized Economy. New York: Palgrave Macmillan.
6. Scholz, Tobias M. (2017). "Theoretical Framework." In Big Data in Organizations and the Role of Human Resource Management: A Complex Systems Theory-Based Conceptualization, 9-82. Frankfurt Am Main: Peter Lang AG.
7. What is the future of work?. (2019). Retrieved from https://www2.deloitte.com/insights/us/en/focus/technology-and-the-future-of-work/redefining-work-workforces-workplaces.html