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**HUMAN RESOURCES MANAGEMENT IN THE CONDITIONS OF
DIGITALIZATION
(on the example of Belarusian IT companies)**

Graduate Thesis
ABSTRACT

Qualification 1-23 01 15 «Social Communications»

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Minsk, 2020

ABSTRACT

The object of study of the thesis is HR specialists in IT companies. The subject of the research is the digitalization of HR processes in the IT sphere. The purpose of the thesis is to identify the features of the practices of digitalization of the personnel management process in the IT sphere. The methodological basis of the thesis is composed of general scientific methods: the method of analysis and synthesis, the method of induction and deduction, as well as the private scientific methods used in conducting sociological research (an in-depth interview method).

In the process of writing this thesis, the following results were obtained: a number of the IT sphere key features was identified; a number of the key features of HR specialists' work in the IT sphere was defined; the main problems HR specialists face in their activities in the IT sphere were determined; modern digitalization methods of HR management in the IT sphere were identified; the practices of using digital technologies in HR in the IT sphere were defined.

The novelty of the results is due to the lack of any integrated approach to the study of the HR related features and problems in the IT sphere, and the methods to automate personnel management activities. The obtained results are characterized by ample opportunity for theoretical and practical application. The thesis materials can be used in the educational process.

The thesis results were obtained from reliable sources and an independently conducted theoretical and practical research.

Key words: IT sphere, IT company, digital technologies, digital technologies in HR, personnel management, HR specialist, personnel policy, digitalization, HR digitalization, process automation.