

SCIENTIFIC ADVISOR'S REFERENCE

Program:	080200 «Management» Master in International Business
Student:	Ekaterina Tarkhova
Title of thesis:	Intranet website as a tool for improvement Human Resource Management in a company

Justification of the topic choice. Accuracy in defining the aim and objectives of the thesis. Justification of the topic choice; accuracy in defining the aim and tasks of the thesis; originality of the topic and the extent to which it was covered; alignment of the thesis' topic, aim and objectives.

The choice of the topic is well-reasoned with the arguments concerning both practice and the theory of the international management/
 The aim of the thesis corresponds to the main object of the investigation.
 The subject of the thesis refers to the modern and actual problems of the international HRM.
 The conclusions drawn by the thesis correspond to the subject of the investigation.

Structure and logic of the text flow. Logic of research; full scope of the thesis; alignment of thesis' structural parts, i.e. theoretical and empirical parts.

The structure of the thesis is logical. The parts of it are mutually complementary, and the task for them is to attain the set-up object.

Quality of analytical approach and quality of offered solution to the research objectives. Adequacy of objectives coverage; ability to formulate and convey the research problem; ability to offer options for its solution; application of the latest trends in relevant research are for the set objectives.

New present-day quantitative and qualitative methods for analysis have been used in the thesis. They are applied in most international research for the solution of the analogous problems.

Quality of data gathering and description. Quality of selecting research tools and methods; data validity adequacy; adequacy of used data for chosen research tools and methods; completeness and relevance of the list of references.

A questionnaire was made use of in the thesis; it was compiled by the author on the basis of the data given in literature.

The number of the companies is enough to carry out the statistical analysis of the results.
 The list of literary sources fully demonstrates the present state of the problem under investigation.

Scientific aspect of the thesis. Independent scientific thinking in solving the set problem/objectives; the extent to which the student contributed to selecting and justifying the research model (conceptual and/or quantitative), developing methodology/approach to set objectives.

The author has demonstrated her abilities for independent scientific thinking: she is able to set-up problems and choose the proper methods to study them; she has applied the methods of mathematical-statistical analysis.

Practical/applied nature of research. Extent to which the theoretical background is related to the international or Russian managerial practice; development of applied recommendations; justification and interpretation of the empirical/applied results.

By comparing the data from Russian and foreign companies the author could find out how to make use of the Intranet as the instrument of HRM for the native companies and to give practical recommendations how to increase effectiveness of the Intranet.

Quality of thesis layout. Layout fulfils the requirements of the Regulations for master thesis preparation and defence, correct layout of tables, figures, references.

As a whole, the thesis fulfils the requirements of the Regulation for Master thesis. This conclusion refers to the contents of the thesis and its design.

The Master thesis of Ekaterina Tarkhova meets the requirements for master thesis of Master in International Business program thus the author of the thesis can be awarded the required degree.

Date 12.06.2012

Scientific Advisor:
Professor



E. Zavyalova