

SCIENTIFIC ADVISOR'S REFERENCE

Program:	International Technology and Innovation Management
Student:	Ren Chunchi
Title of thesis:	Selecting HR Tools for Inspiring Innovation in MNC

<p>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.</p>
<p>The choice of the subject is well-reasoned, the objective and tasks of the thesis are defined and correspond to the problem under discussion. The subject of the thesis is actual and urgent. It refers to the fields of the international management and innovation management. Nowadays many specialists, both native and foreign, are attracted by this subject.</p>
<p>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.</p>
<p>The investigation is logical, that is clear from its accurate structure, and consistent solution of the set-up tasks. The theoretical section could be more well-grounded from more emphasis on the relationship between HR-practices and tools and innovation and less general innovation literature.</p>
<p>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.</p>
<p>In the analytical part of the thesis the key-concepts, scientific and theoretical, are given, which later helps to analyse the empirical data.</p>
<p>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.</p>
<p>The qualitative and quantitative methods for analysis have been used in the thesis. The data look like three case-studies, highlighting the peculiarity of HRM in different MNCs (IBM, Tencent Holdings, Natura Cosmetics SA) and the database of Russian innovative companies. The purpose of the study consisted of the analysis and comparison of the surveys of Chinese MNCs and Russian companies. <i>However</i>, the description of the examples of Chinese companies is very incomplete and the small data-set limits the possibility of analysis and conclusions. The methods of research correspond to the methods used in international research. The list of literature includes contemporary sources related to master-student's research.</p>
<p>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.</p>
<p>The author has proved his ability to choose present-day scientific problems, to pick out corresponding qualitative and quantitative methods for analysis, to draw conclusions.</p>

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.
The obtained results may be put into practice by both Russian companies and MNCs.
Quality of thesis layout. Layout fulfils the requirements of the Regulations for master thesis preparation and defence, correct layout of tables, figures, references.
This thesis is a valuable scientific research that meets the majority of the requirements both as to the contents and to the design.

The Master thesis of Ren Chunchi 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

29.11.2012

Scientific Advisor:
Professor



E. Zavyalova