

SCIENTIFIC ADVISOR'S REFERENCE

Program:	Master in International Business
Student:	Regina Fisiuk
Title of thesis:	Human resource management in successful European multinational enterprises during the economic crisis

<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 HR-management of successful European companies during economic crisis. 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.</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 methods of research correspond to the methods used in international research; the sample is enough for mathematical-statistical analysis and for drawing conclusions. The methods of mathematical-statistical analysis have been applied correctly. The list of literature is full enough to reflect the present state of the problem under investigation.</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>	
<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.</p>	
<p>The obtained results may be put into practice by both international and Russian companies.</p>	

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 all the requirements both to the contents and to the design.

The Master thesis of Regina Fisiuk 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 12/06/2014

Scientific Advisor: (*academic title, name*)
Professor



Elena K. Zavyalova