

REFERENCE

on the Thesis prepared by 4th year student of
St. Petersburg University Graduate School of Management
Student: Ekaterina Voronina

Topic: Instruments for recruitment and onboarding of employees from Belarus in the Cdek
franchise division

38.03.02 «Management» area of studies, International Management Bachelor program

Student manifestation of autonomy and initiative when working on the Thesis:	<input type="checkbox"/> The student has shown initiative in the formulation of the managerial problem, goal and objectives of the Thesis <input type="checkbox"/> In total, the Thesis was performed by the student independently, with active consultation with the supervisor <input type="checkbox"/> The student did not provide the initiative while working on the Thesis
The intensity of interaction with the supervisor:	<input type="checkbox"/> Continuous interaction <input type="checkbox"/> Irregular interaction <input type="checkbox"/> Interaction was close to absent <input type="checkbox"/> Other:
Respecting the schedule of the Thesis workflow:	<input type="checkbox"/> Fully compliant <input type="checkbox"/> Partially compliant <input type="checkbox"/> Does not match
Timeliness of the final submission of the Thesis to the supervisor:	<input type="checkbox"/> On the eve of the Thesis defense <input type="checkbox"/> On the day of the deadline for the Thesis submission <input type="checkbox"/> One day before the deadline for the Thesis submission <input type="checkbox"/> Two days before the deadline for the Thesis submission <input type="checkbox"/> Three days or more before the deadline for the Thesis submission
The degree of achievement of the Thesis goal:	<input type="checkbox"/> Fully achieved <input type="checkbox"/> Partially achieved <input type="checkbox"/> Not achieved
Compliance of the Thesis content with the requirements:	<input type="checkbox"/> Fully compliant <input type="checkbox"/> Partially compliant <input type="checkbox"/> Does not match
Compliance of the Thesis layout with the requirements:	<input type="checkbox"/> Fully compliant <input type="checkbox"/> Partially compliant <input type="checkbox"/> Does not match

Special Comments: Bachelor thesis of Ekaterina Voronina resolves a real practical task. I would like to highlight that the suggested instruments were actually implemented by Cdek and the increased efficiency after implementation was reported by the company.

General Conclusion: The work by student *meets* the requirements for Bachelor diploma thesis in the area of studies 38.03.02 “Management”, program International Management.

Scientific Advisor: Karina A. Bogatyreva, PhD, Associate Professor, Director of the Center for Entrepreneurship, Academic Director of the Doctoral Program

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