

SCIENTIFIC ADVISOR'S REFERENCE

| | |
|-------------------------|---|
| Program: | MIB |
| Student: | Anna Sheverdyaeva |
| Title of thesis: | International Business Game as a Graduate Talent Recruitment Tool |

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 master's thesis is devoted to analysis of existing business games and its classifications. The significance of the topic is obvious: the complexity of recruitment procedures requires the clear understanding of selecting methods and tool and its correlation with competences of potential employees that companies want to employ. The increasing number of business games developed by different companies requires its systematization and analysis.

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.

In overall, the master's thesis has a logical structure. The author step by step described theoretical background of functions of international business games (employer branding concept, educational and recruitment function of human resource management), graduate recruitment (talent management concept and recruiting as an important instrument for talent management, tools for graduate selection), methodology of the research, analysis of business games, its correlation with competencies and managerial implications and conclusions. So, the structure covers the full scope of the thesis and reflects logic of research.

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.

The quality of analytical approach is appropriate for such kind of work. The research part fully contributes to the research questions and tasks. The most important outcome is authors' analysis of the business game and description of pool of competencies and pool of game elements. The work done by Anna can be evaluated as independent originally done research.

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.

The methodology part describes the process of developing and conducting interviews. The method of empirical research was selected in a right way. As the author managed to interview not so many companies that allow conducting quantitative research (seven companies), the qualitative study was implemented. So, the data for chosen research was quite adequate.

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 theoretical importance of the work proves the necessary of international business game as a graduate talents recruitment tools.

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.

Authors' conclusions about graduate talent recruitment can also be a basis for analysis of company's current recruitment strategy in order to identify what tools are already being used by HR managers and what can be implemented. Practical importance of the work is based on deep analysis of most popular business games and its detailed analysis. Besides, the author's description about business game elements and competencies, namely identification of correlations between structural elements of the game and competencies these elements are aiming at, give a very important instrument for HR managers and shows how a business game can be used for particular competency analysis.

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

The overall quality of thesis layout is appropriate.

The Master thesis of Anna Sheverdyeva meets the requirements for master thesis of MIB program thus the author of the thesis can be awarded the required degree.

Date

14.06.2011

Scientific Advisor:

Marina O. Latuha,
Associate Professor, PhD

