



## INTELLECTUAL CAPITAL MANAGEMENT

<b>Credit points:</b>	<b>3 CP</b>
<b>Study course annotation</b>	The Intellectual Capital Management course provides students with the knowledge and practical skills they need for professional practice. The course provides students with an understanding of the role of intellectual capital in today's business environment and the impact of the work environment on employees.
<b>Aim of the study course</b>	Learn Intellectual Capital Management skills to help you better understand your staff and make the right decisions.
<b>Tasks of the study course</b>	<ul style="list-style-type: none"> <li>- to conceptualise intellectual capital as an intangible asset of the host;</li> <li>- to identify the factors affecting the management of intellectual capital</li> <li>- to introduce different approaches to managing intellectual capital;</li> <li>- to develop practical skills by participating in the planning and evaluation of the host's intellectual capital;</li> <li>- to learn how to design in-service training programmes.</li> </ul>
<b>Study results</b>	<b>Knowledge</b> Demonstrate basic and specialist knowledge and critical understanding of the science of intellectual capital management, some of which is at the cutting edge of the relevant discipline or profession. Be able to demonstrate an understanding of the key concepts and patterns in the relevant field of intellectual capital management science.
	<b>Abilities</b> <ul style="list-style-type: none"> <li>-To be able to use the theoretical foundations and skills acquired to carry out professional, innovative or research activities.</li> <li>- To be able to formulate, analytically describe, explain and reasonably discuss information, problems and solutions in the science of intellectual capital management with both specialists and non-specialists.</li> <li>- To be able to structure own learning independently, to guide own and subordinates' further learning and professional development.</li> <li>- To be able to demonstrate a scientific approach to problem solving, take responsibility and initiative when working individually, as part of a team or managing the work of others.</li> <li>- To be able to make decisions and find creative solutions in changing or uncertain circumstances</li> </ul>
	<b>Competences</b> <ul style="list-style-type: none"> <li>-To be able to independently acquire, select, analyse and use information.</li> <li>-To be able to make decisions and solve problems in the field of intellectual capital management science.</li> <li>-To be able to demonstrate an understanding of professional ethics.</li> <li>-To be able to assess the impact of their professional activities on the environment and society -</li> <li>- Be able to contribute to the development of their professional field.</li> </ul>
	<b>Study course plan:</b>
<b>No.</b>	<b>Topics</b>
1.	The concept and nature of intellectual capital management. Components of intellectual capital
2.	Intellectual capital audit.



3.	Intellectual capital management.
4.	Factors influencing intellectual capital management
5.	Intangible assets, reputation and intellectual capital.
6.	Assessment of the intellectual capital of a company. Intellectual capital management and evaluation methods
7.	Protection of intellectual capital.
8.	Intellectual capital development.
<b>Form of final examination:</b>	
	Exam
<b>Description of the study course acquisition results and assessment criteria:</b>	
The completion of the study course is assessed on a 10-grade scale in accordance with the Regulations of the Cabinet of Ministers No. 141, No. 512, No. 240 and the “Regulations on Study Course Exams and Tests at the Baltic International Academy” approved by the BIA Senate. Decision No. 211 based on the following criteria: the volume and quality of knowledge acquired; skills acquired; acquired competence according to the planned learning outcomes ( <a href="http://www.bsa.edu.lv">www.bsa.edu.lv</a> )	
<b>Mandatory literature of the study course:</b>	
<ol style="list-style-type: none"> <li>1. Dombrovska L.R. (2009) Cilvēkresursu kapitāla vadība. Rīga: Zvaigzne ABC, 212 lpp.</li> <li>2. Briško, B., Mihailova, S., Mihailovs I.J. (2011). Vadišanas māksla kā zinātne un prakse. Mācību līdzeklis. Rīga: Alberta koledža.</li> <li>3. Lentjušenkova, O. (2017). Intelektuālā kapitāla attīstība un vadība uzņēmumos Latvijā. Promocijas darbs</li> </ol>	
<b>Study course supplementary literature:</b>	
<ol style="list-style-type: none"> <li>1. Arbidāne I., Mietule I., Jurgelioniene R.. (2015). Human resources and career management in the hospitality industry, Utena, Leidykla Spaustuve, 2015, pp.340</li> <li>2. Armstrong M. (2014). Handbook of Human resources management practice, Library of Congress Cataloging-in-Publication Data, pp. 440.</li> <li>3. Boxall P., Purcell J., Wright P. (2008). The Oxford Handbook of Human Resource Management, Oxford University Press, pp.658.</li> <li>4. Питерс Т. Представьте себе! Превосходство в бизнесе в эпоху разрушений / Пер. с англ. - Стокгольмская школа экономики в Санкт-Петербурге, 2005. – 351с.</li> <li>5. Руус Й., Пайк С., Фернстрём Л. Интеллектуальный капитал: практика управления / Пер. с англ. - СПб.: Изд-во «Высшая школа менеджмента».</li> </ol>	
<b>Periodicals and other sources of information:</b>	
<ul style="list-style-type: none"> <li>• Biznesa psiholoģija</li> <li>• Organizational Behavior</li> <li>• EBSCO, Scopus, Science Direct</li> </ul>	
<b>During the study process changes and additions to the program and the list of references are possible</b>	