

## **Characteristic features of innovation project management aimed at university human resource development**

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### **Abstract**

© 2016 Kalimullin. The relevance of the studied issue is based on the need to develop theoretical approaches to project management at a higher educational institution taking into consideration the specifics of the subject area of the projects that ensure finding the "growth points" and addressing the long-term objectives of a university in the field of human resources. The purpose of this article is to justify the set of theoretical approaches (system, integration, process, and policy ones) and to identify the characteristic features of the innovation project management aimed at the development of human resources of a higher educational institution and ensure the formation of unique professional competencies, as well as creation of a personnel reserve of both the faculty and administrative staff, taking into account the university development objectives, the requirements of a modern education system and the objectives of the innovative development of the region. The main research techniques included: pedagogical modeling and project development, theoretical analysis and generalization of the educational practice in the field of innovation project management, as well as the methods of mathematical statistics that allowed a comprehensive study of the effectiveness of innovation project management aimed at the university human resources development based on the assessment of the dynamics of basic indicators in this area of university activities. The article deals with a set of theoretical approaches (system, integration, process, policy-making) that result in the specific features of innovation project management aimed at university human resource development. It also reveals the features that are related to characterization of the subject area of these projects: a focus on long-term results of the projects; a high degree of uncertainty of their parameters; the specifics of both the subjects and objects of management, and management processes; with a focus on environmental requirements, etc. The article may be useful for modernization of the management process of institutions of higher education; when developing innovation project management system in the field of university staffing activities.

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### **Keywords**

Innovation project management processes, Management objects, Management subjects, Project subject area, University human resources