

International Students in the School of Insurance and Economics

Labor Economics (Human Resource Development and Management/Social Security)

PhD program

1. Training Objective

We will train advanced research and decision-making talents with both ability and political integrity, with good innovation, a broad foundation, professional, the ability to communicate across cultures and compete internationally. After graduation, students can be competent for teaching and research work in human resource management, social security and salary management in institutions of higher education, in theoretical and applied research in the field of labor economy in scientific research institutions, in government organs, financial institutions or other enterprises and related positions in senior human resources management. After four years of training, PhD student should have the following scientific research and practical abilities:

- a) Having broad solid theoretical foundation and system of professional knowledge, familiar with the development of this discipline and cutting-edge trends, seeking truth from facts, innovation, the scientific spirit of independent thinking and rigorous scientific style of work;
- b) Having Independently abilities in the teaching and scientific research, abilities to make research results of theoretical and practical significance of creativity, and abilities to publish research papers of innovation value in the authority of professional journals;
- c) Having the ability to independently carry out research projects, and to undertake and complete scientific research projects of provinces, cities, ministries and commissions;
- d) being able to independently set up the basic courses and elective courses of this major at the master level with better teaching effects;
- e) being able to read the literature materials of this major and write academic papers in English, and to publish papers in SSCI, SCI and EI journals.

2. Research directions

This major research direction is on the basis of the traditional labor economics research direction, combining with the research emphasis of the School of

Insurance and Economics, to incorporate risk management to labor economics study, for the innovation of labor economics research. Details are as follows:

a) Human Resource Development and Management

This direction is mainly focus on the micro perspective of human resources' issues, especially in the enterprise management talent flow and outflow risk, talent integration risk problems in enterprise mergers and acquisitions, and from the perspective of risk management to analyze and solve these issues.

b) social security

This direction is mainly focus on social security fund risk management and control, enterprise annuity and other issues.

c) Personal Insurance and Labor Market

This direction is mainly focuses on the impact of personal insurance on the supply of labor force, the protection of personal insurance on the supply of labor force, the use of personal insurance to alleviate the social problems of the aged, and the coping with the social problems of the aged.

3. period of study

The basic length of study in this major is four years. Approved, the longest of study (contain suspension) can be extended on the basis length of study two years. The special way of suspension, return to school, extension of study and early graduation, please to see clauses in the "Measures for the administration of postgraduate student status of the University of International Business and Economics " and "Measures for the administration of International student status of the University of International Business and Economics ".

4. Training mode

In accordance with the principle of "specialty, frontier and innovation", training PhD students in independently ability of scientific research work with the independent research under the guidance of the PhD supervisor.

a) Implementing the supervisor responsibility system, PhD supervisor is the first person responsible for the training of PhD students.

b) Supervisor needs to guide PhD students to complete the PhD student personal training plan, including: course plan, listing the required list of classic and modern books and academic papers, scientific research and dissertation work plan, published academic paper writing and planning, arranging the teaching activities and social practice, and so on.

c) Supervisor guides the students to pay attention to the academic frontier of the field, learn advanced research methods, and train them to solve China's real problems with standard economic research methods.

- d) Encouraging students to attend large international academic conferences.

5. Course setting and credit requirements

- a) Courses are divided into required courses (including common required degree courses and basic degree courses), elective courses (including professional elective courses, cross major elective courses and public elective courses) and other courses. All elective courses would be chosen under the guidance of a supervisor to choose.
- b) The minimum credit of PhD students in this major is 23 credits.
required courses: 16 credits, **elective courses:** 7 credits.
- c) The evaluation and corrected results of postgraduate courses shall be carried out in strict accordance with the “Measures for the administration of postgraduate student status of the University of International Business and Economics”.
- d) Before graduation, students must meet the requirements of the School of International Education for doctoral students in English programs, such as HSK and Chinese listening requirements.

6. Main training links and related requirements

- a) Developing personal development plan
In the first semester, supervisor of PhD education should be in accordance with the subject requirements, in combination with PhD professional background and the need of the dissertation, to guide student to complete personal training plan, and to record it to college and graduate school for examination and approval. In the process of the plan, if it needs to be changed due to special circumstances, the supervisor shall be obtained the consent and modify it during the course selection period of each semester.
- b) Academic activities and reports
Encouraging PhD students to make two academic reports during the dissertation work; PhD students should actively listen to the academic reports organized by the school.
- c) Requirements for publication of academic papers
Encouraging PhD students to actively carry out academic research activities and publish academic papers. A paper under the name of the school will be awarded by different journals.
- d) Construction of academic ethics and academic style
In the course of study and research, PhD students must pay attention to academic norms, avoid plagiarism and other illegal behaviors, and establish an honest and objective academic style.

7. Dissertation and degree awarding

- a) The PhD student determines the dissertation topic under the guidance of the supervisor and completes the opening report as soon as possible. The specific time of the opening report shall be decided by the supervisor, but it is generally no more than one year from the date of applying for defense. The opening report should include literature review, topic selection and its significance, main research content, research features and difficulties, expected results and possible innovation points.

The school sets up an opening report defense committee composed of three experts to review the opening report. The interdisciplinary thesis opening report shall involve experts from relevant disciplines. If there is a major change in the subject, the opening report should be redone. If the opening report is not approved, can participate in the next opening report meeting

- b) Writing a PhD thesis is the most challenging and original work for a PhD. Through the creation of the PhD thesis, students will gain the ability to conceive research topics, to apply theories and skills to the study of practical problems, and to draw innovative conclusions. The writing format, printing and binding requirements of the dissertation should refer to the "Writing Standard of the Postgraduate dissertation of the University of International Business and Economics".
- c) After the completion of the dissertation, the PhD student must participate in the pre-defense, which should be held at least one semester before the application for defense. After the PhD candidate passes the pre-defense, the dissertation of the doctor must be improved.
- d) PhD students who meet the following requirements may apply for dissertation defense:
 - i. Passed all courses and complete the required credits;
 - ii. Passed the graduation qualification verification;
 - iii. Conformed to the school student status and other related regulations;
 - iv. Payed tuition and other fees as required.
- e) The similarity examination of PhD dissertation, double-blind evaluation and dissertation defense shall be carried out in strict accordance with relevant regulations of graduate degree management of our university.
- f) Graduate students who have passed the dissertation defense shall be awarded a PhD degree in economics after the voting and examination procedures of the academic degree committee of the University.
- g) All the above regulations are subject to UIBE policy. If there is any change, the latest notice shall prevail.

8. PhD program teaching plan in Labor Economics