

**DESCRIPTION OF THE PROGRAM OF STUDIES****Main field of study: Management****Profile: general academic****Level of studies: second-level studies****Form of studies: full-time studies****1. General description**

<i>1.1 Number of semesters: 4</i>	<i>1.2 Total number of ECTS points necessary to complete studies at a given level: 120</i>
<i>1.3 Total number of hours: 1230</i>	<i>1.4 Prerequisites (particularly for second-level studies): <b>Graduate at least of first-level studies (bachelor program). According to the resolution No. 37/3/2020-2024 of PWR Senate. from 19 November 2020</b></i>
<i>1.5 Upon completion of studies graduate obtains professional degree of: Master of Science (<b>magister</b>) 2nd level qualifications</i>	<i>1.6 Graduate profile, employability: A masters graduate possesses advanced specialist knowledge in the field of management sciences in the following areas: analytical models and methods, integrated information systems and, in particular, contemporary concepts and methods in managing, planning and monitoring the results of the activities of an enterprise, together with the functioning, development and</i>

strategical renewal of organizations. A masters graduate is characterized by the ability to think abstractly and a critical approach to theory, which enables him/her to identify, describe, analyze and interpret the complex processes and problems of a firm and its surroundings. He/she is in possession of the ability to integrate knowledge from various disciplines (economics, psychology, law) and apply computer and mathematical tools to carry out a full diagnosis of a problem and create innovative solutions in the workplace. Such masters graduates are qualified to work as an independent entrepreneur, manager, specialist or consultant due to their advanced ability to identify, formulate and solve problems within the framework of a complex and uncertain environment, as well as to select the appropriate methods and tools for analysis.

A masters graduate is prepared to act as a leader of various types of teams, in various organizations (from international corporations to startups), as well as a human resources specialist, taking into account professional standards, ethical norms and socially acceptable features. He/she is able to use, appropriate to the needs, instruments and principles of managing own potential, team members and organization. He/she can plan, conduct and evaluate the effects of processes such as: recruitment and selection, employee development, career path planning, employee evaluation, remuneration and motivation, strengthening employee commitment and loyalty. A masters graduate understands and is able to put into practice modern concepts of human resource management, for example: competency approach, strategic and international HRM, evidence-based approach, diversity management, and employer branding. He/she is able to apply research methods in the areas of HR, from methodology to advanced HR analytics. He can make decisions and actions and

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

	<p>function in conditions of uncertainty. Thanks to these skills, he/she is able to evaluate the conducted activities in order to build an HR strategy and connect it with the organization's strategy. He/she understands the tasks of a manager and a leader, and for the purposes of effective communication and conflict resolution, can use the tools useful in psychology and sociology of business. A masters graduate has knowledge and experience concerning the functioning of groups and their dynamics. He/she can use human resource management tools to achieve optimal results of his/her teams: both in terms of business or project goals, high performance and group effectiveness, but also the optimal level of well-being of group members. He/she is also prepared to work and manage teams in companies of various specialties (IT, mechanics, electronics and telecommunications, chemistry, construction and other technical fields).</p>
<p><b>1.7 Possibility of continuing studies: third-level studies, doctoral studies.</b></p>	<p><b>1.8 Indicate connection with University's mission and its development strategy:</b></p> <p>Education in Management is conducted in the field of social sciences, however it is directly part of the mission and development strategy of a technical university. Management graduates acquire business, analytical, social and technical competences.</p> <p>The educational program in Management is coherent with the mission of Wrocław University of Science and Technology in the following areas:</p> <ul style="list-style-type: none"> <li>• Developing creative, critical and tolerant graduates, as studying a course in management emphasizes on appropriate skills and attitudes development;</li> <li>• Aiming to provide high quality courses and providing the students of Management and lecturers with conditions enabling open discussion and constructive criticism;</li> <li>• Developing the values and tradition of higher education,</li> </ul>

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

wide-ranging cooperation with other universities via students taking part in scientific conferences and the Erasmus program, and with employers via practical learning, carried out in the form of projects in specific organizations;

- Aiming to make an impact on the national and international scene in the area of educating specialists in the field of management, by emphasizing the professionalism and hard skills of graduates.

According to the principle adopted at Wrocław University of Science and Technology, studies in the field of Management have a general academic profile. The program satisfies all the conditions stipulated in current legislation and is also in accordance with the Polish Qualifications Framework in the field of social science.

Our programs in Management has have a unique character. In accordance with the University's strategy, which emphasizes the need to respond to the current needs of the labor market, it demonstrates a natural – in business practice – complementarity of technical science and economics, enriched with the element of computer science.

Due to the regional roots of the University, the educational programs in Management create a framework which ensures that students have systematic contact with enterprises and other institutions during their studies.

In line with the University's development strategy, the quality of education in the didactic offer at the Faculty is systematically improved. This is achieved through the development of our lecturers' research and teaching skills, as well as systematic refurbishment of the department's infrastructure, including modernization of lecture theatres, audio-visual equipment and computer laboratories, and a current software updates.

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses



	<p>The program of masters studies in management develops the theoretical knowledge and practical skills of students, enabling graduates to be highly competitiveness on the employment market. Graduates are able to undertake doctoral studies and carry out their own research. They also are conscious of the need for constant self-development in cooperation with their alma mater.</p>
--	---

## 2. Detailed description

**2.1 Total number of learning outcomes in the program of study: W (knowledge) = 16+6, U (skills) = 22+6, K (competences) = 9, W + U + K = 59.**

**2.2 For the main field of study assigned to more than one discipline - the number of learning outcomes assigned to the discipline:**

**D1 (major) ..... (this number must be greater than half the total number of learning outcomes)**

**D2 .....**

**D3 .....**

**D4 .....**

**2.3 For the main field of study assigned to more than one discipline - percentage share of the number of ECTS points for each discipline:**

**D1 .....% ECTS points**

**D2 .....% ECTS points**

**D3 .....% ECTS points**

**D4 .....% ECTS points**

**2.4a. For the general academic profile of the main field of study – the number of ECTS points assigned to the classes related to the University's academic activity in the discipline or disciplines to which the main field of study is assigned – DN: 106,5 ECTS points (must be greater than 50% of the total number of ECTS points from 1.2)**

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

**2.4b. For the practical profile of the main field of study - the number of ECTS points assigned to the classes shaping practical skills: .... ECTS points (must be greater than 50% of the total number of ECTS points from 1.2)**

**2.5 Concise analysis of compliance of the assumed learning outcomes with the needs of the labor market**

The expected educational results of the study correspond to the following requirements set for employees by employers on the labor market:

- Employees' understanding of the strategic perspective of the company's functioning, in particular, the assessment and formation of its competitiveness and value (employers - medium and large companies);
- Independence of employees, but also ability to perform various roles in a team in terms of diagnosing, proposing solutions and their implementation in the functional areas of the company - according to the completed specialization (employers - medium and large companies);
- Inspire and select and implement modern management methods and techniques and selected IT tools;
- Ability to learn and share knowledge with others as well as creativity and openness to innovations.

The specialization learning results correspond to the demand for specialists/managers of human resources management, as well as managers/team leaders, who have the skills to effectively manage human resources in large, medium, and small companies, as well as at the level of teams. They can integrate knowledge and engineering skills from different fields of science and management and quality studies in solving complex problems of merit and management, and to make decisions relevant to human resources management. The curriculum of management studies at the graduate level and the long-term experience of the teaching staff create conditions for the achievement by the graduates of the expected educational results and for meeting the above requirements formulated by the employers.

**2.6. The total number of ECTS points that a student must obtain in classes requiring direct participation of academic teachers or other persons conducting classes and students (enter the sum of ECTS points for courses / groups of courses marked with the BU<sup>1</sup> code) ...84.... ECTS**

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

### 2.7. Total number of ECTS points, which student has to obtain from basic sciences classes

Number of ECTS points for obligatory subjects	<b>8</b>
Number of ECTS points for optional subjects	<b>0</b>
Total number of ECTS points	<b>8</b>

### 2.8. Total number of ECTS points, which student has to obtain from practical classes, including project and laboratory classes (enter total number of ECTS points for courses/group of courses denoted with code P)

Number of ECTS points for obligatory subjects	<b>54</b>
Number of ECTS points for optional subjects	<b>26</b>
Total number of ECTS points	<b>90</b>

### 2.9. Minimum number of ECTS points, which student has to obtain doing education blocks offered as part of University-wide classes or other main field of study (enter number of ECTS points for courses/groups of courses denoted with code O)

...2..... ECTS points

### 2.10. Total number of ECTS points, which student may obtain doing optional blocks (min. 30% of total number of ECTS points)

...37.... ECTS points

### 3. Description of the process leading to learning outcomes acquisition:

The process leading to achievement of the assumed learning outcomes for the main field of studies includes active participation in the classes organized at the university: lectures, classes, laboratories, projects and seminars, as well as self-studies enabling consolidation, supplementation and extension of knowledge. The educational program create a framework which ensures that student has systematic contact with enterprises and other institutions during studies. If necessary, the student may use individual consultations. Learning outcomes in terms of skills are further developed during obligatory student training program. The student may also engage in the activities of academic associations,

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses



#### 4.1.1.3 Sporting classes block (0 ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol <b>GK</b> )	Weekly number of hours				Learning effect symbol	Number of hours		Number of ECTS points			Form <sup>2</sup> of course/gr oup of courses	Way <sup>3</sup> of crediting	Course/group of courses				
			lec	cl	lab	pr		sem	ZZU	CNPS	Total	DN <sup>5</sup> classes			BU <sup>1</sup> classes	University -wide <sup>4</sup>	Concerni ng scientific activities <sup>5</sup>	Practical <sup>6</sup>	Type <sup>7</sup>
		Total																	

#### 4.1.1.4 Information technologies block (min. .... ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol <b>GK</b> )	Weekly number of hours				Learning effect symbol	Number of hours		Number of ECTS points			Form <sup>2</sup> of course/gr oup of courses	Way <sup>3</sup> of crediting	Course/group of courses				
			lec	cl	lab	pr		sem	ZZU	CNPS	Total	DN <sup>5</sup> classes			BU <sup>1</sup> classes	University -wide <sup>4</sup>	Concerni ng scientific activities <sup>5</sup>	Practical <sup>6</sup>	Type <sup>7</sup>
		Total																	

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter C. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

## Altogether for general education blocks

Total number of hours		Total number of ZZU hours		Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for DN classes <sup>5</sup>	Number of ECTS points for BU classes <sup>1</sup>
lec	cl	lab	pr	sem			
2	0	0	0	0	2	60	1,4

## 4.1.2 List of basic sciences blocks

### 4.1.2.1 Mathematics block

No	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol <b>GK</b> )	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form <sup>2</sup> of course/gr oup of courses	Way <sup>3</sup> of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN <sup>5</sup> classes	BU <sup>1</sup> classes			University -Wide <sup>4</sup>	Concerni ng scientific activities <sup>5</sup>	Practical <sup>6</sup>	Type <sup>7</sup>
1	MAZ2580W	Risk analysis in the Realization of Organizational Projects	2						30	90	3	0	2,1	Z/T	E				PD
2	MAZ2580L	Risk analysis in the Realization of Organizational Projects		2					30	90	3	0	2,1	T	Z		P		PD
		Total	2	0	2	0	0		60	180	6	0	4,2						

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

### 4.1.2.2 Physics block

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol <b>GK</b> )	Weekly number of hours				Learning effect symbol	Number of hours		Number of ECTS points			Form <sup>2</sup> of course/gr oup of courses	Way <sup>3</sup> of crediting	Course/group of courses				
			lec	cl	lab	pr		sem	ZZU	CNPS	Total	DN <sup>5</sup> classes			BU <sup>1</sup> classes	University -wide <sup>4</sup>	Concerni ng scientific activities <sup>5</sup>	Practical <sup>6</sup>	Type <sup>7</sup>
1	FZZ2514P	Work Environment Physics II				1			15	60	2	2	1,4	T	Z		DN	P	PD
		Total	0	0	0	1	0		15	60	2	2	1,4						

### 4.1.2.3 Chemistry block

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol <b>GK</b> )	Weekly number of hours				Learning effect symbol	Number of hours		Number of ECTS points			Form <sup>2</sup> of course/gr oup of courses	Way <sup>3</sup> of crediting	Course/group of courses				
			lec	cl	lab	pr		sem	ZZU	CNPS	Total	DN <sup>5</sup> classes			BU <sup>1</sup> classes	University -wide <sup>4</sup>	Concerni ng scientific activities <sup>5</sup>	Practical <sup>6</sup>	Type <sup>7</sup>
		Total																	

**other.....**

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes  
<sup>2</sup>Traditional – enter T, remote – enter Z  
<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)  
<sup>4</sup>University-wide course /group of courses – enter O  
<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned  
<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses  
<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

### Altogether for basic sciences blocks:

Total number of hours		Total number of hours			Total number of ZZU hours	Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for DN classes <sup>5</sup>	Total number of ECTS points for BU classes <sup>1</sup>
lec	cl	lab	pr	sem					
2	0	2	1	0	75	240	8	2	5,6

### 4.1.3 List of the main field of study blocks

#### 4.1.3.1 Obligatory main field of study blocks

No	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol <b>GK</b> )	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form <sup>2</sup> of course/gr oup of courses	Way <sup>3</sup> of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN <sup>4</sup> classes	BU <sup>1</sup> classes			University -wide <sup>4</sup>	Concerni ng scientific activities <sup>5</sup>	Practical <sup>6</sup>	Type <sup>7</sup>
1	ZMZ2636W	Human Resource Management	2						30	90	3	3	2,1	Z/T	E		DN		K
2	FBZ2511W	Managerial Accounting	1						15	60	2	2	1,4	T	E		DN		K
3	FBZ2511C	Managerial Accounting		1					15	60	2	2	1,4	T	Z		DN	P	K
4	FBZ2511L	Managerial Accounting			1				15	60	2	2	1,4	T	Z		DN	P	K

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z – enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course / group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses



5	EKZ2505W	Knowledge Economy	1	2					15	90	3	3	2,1	T	E	DN		K							
									K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U08 K2_ZARZ_U09 K2_ZARZ_U05 K2_ZARZ_U10																
6	EKZ2505C	Knowledge Economy		2					30	60	2	2	1,4	T	Z	DN		K							
									K2_ZARZ_U01 K2_ZARZ_U05 K2_ZARZ_U01 K2_ZARZ_U02 K2_ZARZ_U04 K2_ZARZ_U05 K2_ZARZ_U06 K2_ZARZ_U08 K2_ZARZ_U09 K2_ZARZ_U11																
7	ZMZ2651S	Modern Trends in Human Resource Management					2		30	60	2	2	1,4	Z/T	Z	DN		K							
									K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U08 K2_ZARZ_U09 K2_ZARZ_U11 K2_HRM_U01 K2_HRM_U02																
8	ZMZ2638W	Contemporary Management	1						15	60	2	2	1,4	Z/T	Z	DN		K							
									K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U08 K2_ZARZ_U11																
9	ZMZ2638S	Contemporary Management					2		30	90	3	3	2,1	T	Z	DN		K							
									K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U09 K2_ZARZ_U01 K2_ZARZ_U02 K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U08 K2_ZARZ_U09 K2_HRM_U02 K2_HRM_U04																
10	PSZ2507W	Leadership in the Organization	2						30	90	3	3	2,1	T	E	DN		K							
									K2_ZARZ_U02 K2_ZARZ_U05 K2_ZARZ_U09 K2_ZARZ_U10 K2_ZARZ_U11 K2_ZARZ_U12 K2_ZARZ_U13 K2_ZARZ_U14 K2_ZARZ_U15 K2_ZARZ_U16 K2_ZARZ_U17 K2_ZARZ_U18 K2_ZARZ_U19 K2_ZARZ_U20 K2_ZARZ_U21 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_U24 K2_ZARZ_U25 K2_ZARZ_U26 K2_ZARZ_U27 K2_ZARZ_U28 K2_ZARZ_U29 K2_ZARZ_U30 K2_ZARZ_U31 K2_ZARZ_U32 K2_ZARZ_U33 K2_ZARZ_U34 K2_ZARZ_U35 K2_ZARZ_U36 K2_ZARZ_U37 K2_ZARZ_U38 K2_ZARZ_U39 K2_ZARZ_U40 K2_ZARZ_U41 K2_ZARZ_U42 K2_ZARZ_U43 K2_ZARZ_U44 K2_ZARZ_U45 K2_ZARZ_U46 K2_ZARZ_U47 K2_ZARZ_U48 K2_ZARZ_U49 K2_ZARZ_U50 K2_ZARZ_U51 K2_ZARZ_U52 K2_ZARZ_U53 K2_ZARZ_U54 K2_ZARZ_U55 K2_ZARZ_U56 K2_ZARZ_U57 K2_ZARZ_U58 K2_ZARZ_U59 K2_ZARZ_U60 K2_ZARZ_U61 K2_ZARZ_U62 K2_ZARZ_U63 K2_ZARZ_U64 K2_ZARZ_U65 K2_ZARZ_U66 K2_ZARZ_U67 K2_ZARZ_U68 K2_ZARZ_U69 K2_ZARZ_U70 K2_ZARZ_U71 K2_ZARZ_U72 K2_ZARZ_U73 K2_ZARZ_U74 K2_ZARZ_U75 K2_ZARZ_U76 K2_ZARZ_U77 K2_ZARZ_U78 K2_ZARZ_U79 K2_ZARZ_U80 K2_ZARZ_U81 K2_ZARZ_U82 K2_ZARZ_U83 K2_ZARZ_U84 K2_ZARZ_U85 K2_ZARZ_U86 K2_ZARZ_U87 K2_ZARZ_U88 K2_ZARZ_U89 K2_ZARZ_U90 K2_ZARZ_U91 K2_ZARZ_U92 K2_ZARZ_U93 K2_ZARZ_U94 K2_ZARZ_U95 K2_ZARZ_U96 K2_ZARZ_U97 K2_ZARZ_U98 K2_ZARZ_U99 K2_ZARZ_U100																
11	PSZ2507S	Leadership in the organization		2					30	50	2	2	1,4	T	Z	DN		K							
									K2_ZARZ_U02 K2_ZARZ_U05 K2_ZARZ_U09 K2_ZARZ_U10 K2_ZARZ_U11 K2_ZARZ_U12 K2_ZARZ_U13 K2_ZARZ_U14 K2_ZARZ_U15 K2_ZARZ_U16 K2_ZARZ_U17 K2_ZARZ_U18 K2_ZARZ_U19 K2_ZARZ_U20 K2_ZARZ_U21 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_U24 K2_ZARZ_U25 K2_ZARZ_U26 K2_ZARZ_U27 K2_ZARZ_U28 K2_ZARZ_U29 K2_ZARZ_U30 K2_ZARZ_U31 K2_ZARZ_U32 K2_ZARZ_U33 K2_ZARZ_U34 K2_ZARZ_U35 K2_ZARZ_U36 K2_ZARZ_U37 K2_ZARZ_U38 K2_ZARZ_U39 K2_ZARZ_U40 K2_ZARZ_U41 K2_ZARZ_U42 K2_ZARZ_U43 K2_ZARZ_U44 K2_ZARZ_U45 K2_ZARZ_U46 K2_ZARZ_U47 K2_ZARZ_U48 K2_ZARZ_U49 K2_ZARZ_U50 K2_ZARZ_U51 K2_ZARZ_U52 K2_ZARZ_U53 K2_ZARZ_U54 K2_ZARZ_U55 K2_ZARZ_U56 K2_ZARZ_U57 K2_ZARZ_U58 K2_ZARZ_U59 K2_ZARZ_U60 K2_ZARZ_U61 K2_ZARZ_U62 K2_ZARZ_U63 K2_ZARZ_U64 K2_ZARZ_U65 K2_ZARZ_U66 K2_ZARZ_U67 K2_ZARZ_U68 K2_ZARZ_U69 K2_ZARZ_U70 K2_ZARZ_U71 K2_ZARZ_U72 K2_ZARZ_U73 K2_ZARZ_U74 K2_ZARZ_U75 K2_ZARZ_U76 K2_ZARZ_U77 K2_ZARZ_U78 K2_ZARZ_U79 K2_ZARZ_U80 K2_ZARZ_U81 K2_ZARZ_U82 K2_ZARZ_U83 K2_ZARZ_U84 K2_ZARZ_U85 K2_ZARZ_U86 K2_ZARZ_U87 K2_ZARZ_U88 K2_ZARZ_U89 K2_ZARZ_U90 K2_ZARZ_U91 K2_ZARZ_U92 K2_ZARZ_U93 K2_ZARZ_U94 K2_ZARZ_U95 K2_ZARZ_U96 K2_ZARZ_U97 K2_ZARZ_U98 K2_ZARZ_U99 K2_ZARZ_U100																
12	ZMZ2653C	Employer Branding					2		30	60	2	2	1,4	T	Z	DN		K							
									K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U05 K2_ZARZ_U06 K2_ZARZ_U08 K2_ZARZ_U09 K2_ZARZ_U10 K2_ZARZ_U11 K2_ZARZ_U12 K2_ZARZ_U13 K2_ZARZ_U14 K2_ZARZ_U15 K2_ZARZ_U16 K2_ZARZ_U17 K2_ZARZ_U18 K2_ZARZ_U19 K2_ZARZ_U20 K2_ZARZ_U21 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_U24 K2_ZARZ_U25 K2_ZARZ_U26 K2_ZARZ_U27 K2_ZARZ_U28 K2_ZARZ_U29 K2_ZARZ_U30 K2_ZARZ_U31 K2_ZARZ_U32 K2_ZARZ_U33 K2_ZARZ_U34 K2_ZARZ_U35 K2_ZARZ_U36 K2_ZARZ_U37 K2_ZARZ_U38 K2_ZARZ_U39 K2_ZARZ_U40 K2_ZARZ_U41 K2_ZARZ_U42 K2_ZARZ_U43 K2_ZARZ_U44 K2_ZARZ_U45 K2_ZARZ_U46 K2_ZARZ_U47 K2_ZARZ_U48 K2_ZARZ_U49 K2_ZARZ_U50 K2_ZARZ_U51 K2_ZARZ_U52 K2_ZARZ_U53 K2_ZARZ_U54 K2_ZARZ_U55 K2_ZARZ_U56 K2_ZARZ_U57 K2_ZARZ_U58 K2_ZARZ_U59 K2_ZARZ_U60 K2_ZARZ_U61 K2_ZARZ_U62 K2_ZARZ_U63 K2_ZARZ_U64 K2_ZARZ_U65 K2_ZARZ_U66 K2_ZARZ_U67 K2_ZARZ_U68 K2_ZARZ_U69 K2_ZARZ_U70 K2_ZARZ_U71 K2_ZARZ_U72 K2_ZARZ_U73 K2_ZARZ_U74 K2_ZARZ_U75 K2_ZARZ_U76 K2_ZARZ_U77 K2_ZARZ_U78 K2_ZARZ_U79 K2_ZARZ_U80 K2_ZARZ_U81 K2_ZARZ_U82 K2_ZARZ_U83 K2_ZARZ_U84 K2_ZARZ_U85 K2_ZARZ_U86 K2_ZARZ_U87 K2_ZARZ_U88 K2_ZARZ_U89 K2_ZARZ_U90 K2_ZARZ_U91 K2_ZARZ_U92 K2_ZARZ_U93 K2_ZARZ_U94 K2_ZARZ_U95 K2_ZARZ_U96 K2_ZARZ_U97 K2_ZARZ_U98 K2_ZARZ_U99 K2_ZARZ_U100																
13	ZMZ2654W	Performance Management in Human Resource Management	1						15	60	2	2	1,4	Z	E	DN		K							
									K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U07 K2_ZARZ_U08 K2_HRM_U01 K2_HRM_U02																
14	ZMZ2654C	Performance Management in Human Resource Management		1					15	30	1	1	0,7	T	Z	DN		K							
									K2_ZARZ_U05 K2_ZARZ_U06 K2_ZARZ_U07 K2_ZARZ_U08 K2_ZARZ_U09 K2_ZARZ_U10 K2_ZARZ_U11 K2_ZARZ_U12 K2_ZARZ_U13 K2_ZARZ_U14 K2_ZARZ_U15 K2_ZARZ_U16 K2_ZARZ_U17 K2_ZARZ_U18 K2_ZARZ_U19 K2_ZARZ_U20 K2_ZARZ_U21 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_U24 K2_ZARZ_U25 K2_ZARZ_U26 K2_ZARZ_U27 K2_ZARZ_U28 K2_ZARZ_U29 K2_ZARZ_U30 K2_ZARZ_U31 K2_ZARZ_U32 K2_ZARZ_U33 K2_ZARZ_U34 K2_ZARZ_U35 K2_ZARZ_U36 K2_ZARZ_U37 K2_ZARZ_U38 K2_ZARZ_U39 K2_ZARZ_U40 K2_ZARZ_U41 K2_ZARZ_U42 K2_ZARZ_U43 K2_ZARZ_U44 K2_ZARZ_U45 K2_ZARZ_U46 K2_ZARZ_U47 K2_ZARZ_U48 K2_ZARZ_U49 K2_ZARZ_U50 K2_ZARZ_U51 K2_ZARZ_U52 K2_ZARZ_U53 K2_ZARZ_U54 K2_ZARZ_U55 K2_ZARZ_U56 K2_ZARZ_U57 K2_ZARZ_U58 K2_ZARZ_U59 K2_ZARZ_U60 K2_ZARZ_U61 K2_ZARZ_U62 K2_ZARZ_U63 K2_ZARZ_U64 K2_ZARZ_U65 K2_ZARZ_U66 K2_ZARZ_U67 K2_ZARZ_U68 K2_ZARZ_U69 K2_ZARZ_U70 K2_ZARZ_U71 K2_ZARZ_U72 K2_ZARZ_U73 K2_ZARZ_U74 K2_ZARZ_U75 K2_ZARZ_U76 K2_ZARZ_U77 K2_ZARZ_U78 K2_ZARZ_U79 K2_ZARZ_U80 K2_ZARZ_U81 K2_ZARZ_U82 K2_ZARZ_U83 K2_ZARZ_U84 K2_ZARZ_U85 K2_ZARZ_U86 K2_ZARZ_U87 K2_ZARZ_U88 K2_ZARZ_U89 K2_ZARZ_U90 K2_ZARZ_U91 K2_ZARZ_U92 K2_ZARZ_U93 K2_ZARZ_U94 K2_ZARZ_U95 K2_ZARZ_U96 K2_ZARZ_U97 K2_ZARZ_U98 K2_ZARZ_U99 K2_ZARZ_U100																

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

		8	8	1	0	4		315	920	31	31	21,7			
	Total														

#### 4.1.3.2 ..... block

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol <b>GK</b> )	Weekly number of hours				Learning effect symbol	Number of hours		Number of ECTS points			Form <sup>2</sup> of course/gr oup of courses	Way <sup>3</sup> of crediting	Course/group of courses				
			lec	cl	lab	pr		sem	ZZU	CNPS	Total	DN <sup>5</sup> classes			BU <sup>1</sup> classes	University -wide <sup>4</sup>	Concerni ng scientific activities <sup>5</sup>	Practical <sup>6</sup>	Type <sup>7</sup>
		Total																	

#### Altogether (for main field of study blocks):

Total number of hours				Total number of ZZU hours	Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for DN classes <sup>5</sup>	Number of ECTS points for BU classes <sup>1</sup>
lec	cl	lab	pr	sem				
8	8	1	0	4	315	920	31	21,7

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

## 4.2 List of optional blocks

### 4.2.1 List of general education blocks

#### 4.2.1.1 Liberal-managerial subjects blocks (min. 2 ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol <b>GK</b> )	Weekly number of hours				Learning effect symbol	Number of hours		Number of ECTS points			Form <sup>7</sup> of course/gr oup of courses	Way <sup>8</sup> of crediting	Course/group of courses		
			lec	cl	lab	pr		sem	ZZU	CNPS	Total	DN <sup>5</sup> classes			BU <sup>1</sup> classes	University -Wide <sup>4</sup>	Concerni ng scientific activities <sup>5</sup>
		<b>W08-HIRM-ST-IIM/Block Management</b>	<b>1</b>					<b>30</b>	<b>60</b>	<b>2</b>	<b>1,4</b>		<b>Z</b>			<b>K</b>	
1	ZMZ2657W	Corporate Social Responsibility	1					15	30	1	0,7	Z/T	Z			K	
2	ZMZ2657S	Corporate Social Responsibility				1		15	30	1	0,7	T	Z			K	
3	ZMZ2658W	Business ethics	1					15	30	1	0,7	Z	Z			K	
4	ZMZ2658S	Business ethics				1		15	30	1	0,7	T	Z			K	
		Total	1	0	0	0	1	30	60	2	1,4						

#### 4.2.1.2 Foreign languages block (min. 3 ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol <b>GK</b> )	Weekly number of hours				Learning effect symbol	Number of hours		Number of ECTS points			Form <sup>7</sup> of course/gr oup of courses	Way <sup>8</sup> of crediting	Course/group of courses			
			lec	cl	lab	pr		sem	ZZU	CNPS	Total	DN <sup>5</sup> classes			BU <sup>1</sup> classes	University -Wide <sup>4</sup>	Concerni ng scientific activities <sup>5</sup>	Practical <sup>6</sup>
1	JZL	Foreign Language I A1 lub A2		3				45	60	2	1,4	T	Z			O	P	KO

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course / group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

2	JZL	Foreign Language II B2+	1						15	30	1	0	0,7	T	Z	O	P	KO
		Total	0	4	0	0	0	0	60	90	3	0	2,1					

#### 4.2.1.3 Sporting classes block (0. ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol <b>GK</b> )	Weekly number of hours				Learning effect symbol	Number of hours		Number of ECTS points			Form <sup>7</sup> of course/gr oup of courses	Way <sup>3</sup> of crediting	Course/group of courses			
			lec	cl	lab	pr		sem	ZZU	CNPS	Total	DN <sup>5</sup> classes			BU <sup>1</sup> classes	University -wide <sup>4</sup>	Concerni ng scientific activities <sup>5</sup>	Practical <sup>6</sup>
		Total																

#### 4.2.1.4 Information technologies block (min. .... ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol <b>GK</b> )	Weekly number of hours				Learning effect symbol	Number of hours		Number of ECTS points			Form <sup>7</sup> of course/gr oup of courses	Way <sup>3</sup> of crediting	Course/group of courses			
			lec	cl	lab	pr		sem	ZZU	CNPS	Total	DN <sup>5</sup> classes			BU <sup>1</sup> classes	University -wide <sup>4</sup>	Concerni ng scientific activities <sup>5</sup>	Practical <sup>6</sup>
		Total																

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

### Altogether for general education blocks:

Total number of hours			Total number of ZZU hours	Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for DN classes <sup>5</sup>	Number of ECTS points for BU classes <sup>1</sup>
lec	cl	lab pr sem					
1	4	0 0 1	90	150	5	2	3,5

### 4.2.2 List of basic sciences blocks

#### 4.2.2.1 Mathematics block (min. .... ECTS points):

No.	Course/group of courses code	Name of course/group of courses (denote group of courses with symbol <b>GK</b> )	Weekly number of hours				Learning effect symbol	Number of hours			Number of ECTS points			Form <sup>2</sup> of course/group of courses	Way <sup>3</sup> of crediting	Course/group of courses		
			lec	cl	lab pr sem	ZZU		CNPS	Total	DN <sup>5</sup> classes	BU <sup>1</sup> classes	University -Wide <sup>4</sup>	Concerning scientific activities <sup>5</sup>			Practical <sup>6</sup>	Type <sup>7</sup>	
		Total																

#### 4.2.2.2 Physics block (min. .... ECTS points):

No.	Course/group of courses code	Name of course/group of courses (denote group of courses with symbol <b>GK</b> )	Weekly number of hours				Learning effect symbol	Number of hours			Number of ECTS points			Form <sup>2</sup> of course/group of courses	Way <sup>3</sup> of crediting	Course/group of courses		
			lec	cl	lab pr sem	ZZU		CNPS	Total	DN <sup>5</sup> classes	BU <sup>1</sup> classes	University	Concerning scientific			Practical <sup>6</sup>	Type <sup>7</sup>	

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course / group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

																				-wide <sup>4</sup>	activities <sup>5</sup>		
Total																							

### 4.2.2.3 Chemistry block (min. .... ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol <b>GK</b> )	Weekly number of hours				Learning effect symbol	Number of hours			Number of ECTS points			Form <sup>2</sup> of course/ group of courses	Way <sup>3</sup> of crediting	Course/group of courses							
			lec	cl	lab	pr		sem	ZZU	CNPS	Total	DN <sup>5</sup> classes	BU <sup>1</sup> classes			Total	Concerni ng scientific activities <sup>5</sup>	Practical <sup>6</sup>	Type <sup>7</sup>				
Total																							

### Altogether for general education blocks:

Total number of hours				Total number of ZZU hours	Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for DN classes <sup>5</sup>	Number of ECTS points for BU classes <sup>1</sup>
lec	cl	lab	pr	sem				

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course / group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

## 4.2.3 List of blocks

### 4.2.3.1 “Diploma seminar” block (min. 4 ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol <b>GK</b> )	Weekly number of hours				Learning effect symbol	Number of hours		Number of ECTS points			Course/group of courses						
			lec	cl	lab	pr		sem	ZZU	CNPS	Total	DN <sup>5</sup> classes	BU <sup>1</sup> classes	Form <sup>2</sup> of course/gr oup of courses	Way <sup>3</sup> of crediting	University -wide <sup>4</sup>	Concerni ng scientific activities <sup>5</sup>	Practical <sup>6</sup>	Type <sup>7</sup>
1	ZMZ2644S	Seminar I						1	15	60	2	2	1,4	T	Z		DN	P	S
2	ZMZ2650S	Seminar II						1	15	50	2	2	1,4	T	Z		DN	P	S
Total			0	0	0	0	2	30	110	4	4	2,8							

.....

### Altogether for blocks:

Total number of hours			Total number of ZZU hours	Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for DN classes <sup>5</sup>	Number of ECTS points for BU classes <sup>1</sup>
lec	cl	lab	pr	sem			
0	0	0	0	2	4	4	2,8

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

## 4.2.4 List of specialization blocks

### 4.2.4.1 Specialization subjects (e.g. whole specialization) blocks (min. 42 ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form <sup>2</sup> of course/gr oup of courses	Way <sup>3</sup> of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN <sup>5</sup> classes	BU <sup>1</sup> classes			University -wide <sup>4</sup>	Concern ing scientific activities <sup>5</sup>	Practical <sup>6</sup>	Type <sup>7</sup>
1	ZMZ2635W	Talent Acquisition & Recruitment Management	1						15	30	1	0,7	Z/T	Z		DN			S
2	ZMZ2635P	Talent Acquisition & Recruitment Management				2			30	60	2	1,4	T	Z		DN		P	S
3	ZMZ2639P	Competences Management				2			30	90	3	2,1	T	Z		DN		P	S
4	ZMZ2640C	Employee Performance Appraisal		2					30	60	2	1,4	T	Z		DN		P	S

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses





15	ZMZ2645P	Resource Management Compensation and Rewarding							30	75	3	3	2,1	T	Z	DN	P	S	
									K2_ZARZ_U22 K2_HRMC_U05 K2_HRMC_U06 K2_ZARZ_U05 K2_ZARZ_U06 K2_ZARZ_U07 K2_ZARZ_U22 K2_ZARZ_U02 K2_ZARZ_U04 K2_ZARZ_U05 K2_ZARZ_U06 K2_HRMC_U01 K2_HRMC_U02 K2_ZARZ_U04 K2_ZARZ_U14 K2_ZARZ_U20 K2_ZARZ_U22										
16	ZMZ2652P	Analytical Workshop						30	60	2	2	1,4	T	Z	DN	P	S		
									K2_ZARZ_U02 K2_ZARZ_U04 K2_ZARZ_U14 K2_ZARZ_U20 K2_ZARZ_U22										
17	ZMZ2634S	Creative Group Work						30	60	2	2	1,4	T	Z	DN	P	S		
									K2_ZARZ_U04 K2_ZARZ_U20 K2_ZARZ_U22 K2_ZARZ_U02 K2_ZARZ_U05 K2_ZARZ_U06 K2_HRMC_U03	2									
18	PSZ2506S	Resolving Group Conflicts						30	60	2	2	1,4	T	Z	DN	P	S		
									K2_ZARZ_U02 K2_ZARZ_U04 K2_ZARZ_U20 K2_ZARZ_U22 K2_ZARZ_U04 K2_ZARZ_U08	2									
19	IEZ2519W	Information Systems for Human Resource Management	1					15	50	2	1	1,4	T	Z	DN	P	S		
									K2_ZARZ_U14 K2_ZARZ_U16 K2_HRMC_U06										
20	IEZ2520P	Information Systems for Human Resource Management						30	50	2	1	1,4	T	Z	DN	P	S		
									K2_ZARZ_U04 K2_ZARZ_U08 K2_ZARZ_U13 K2_ZARZ_U22 K2_ZARZ_U02 K2_ZARZ_U05 K2_HRMC_U05 K2_HRMC_U06	2									
		Total	5	5	3	13	6	480	1200	42	37,5	29,4							

#### 4.2.4.2 Diploma profile block (min. 21 ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form <sup>2</sup> of course/gr oup of courses	Way <sup>3</sup> of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN <sup>5</sup> classes	BU <sup>1</sup> classes			University -wide <sup>4</sup>	Concern ing scientific activities <sup>5</sup>	Practical <sup>6</sup>	Type <sup>7</sup>

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z – enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses



#### 4.2.4.4 Social competences II block (min. 2 ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours				Learning effect symbol	Number of hours		Number of ECTS points			Form <sup>2</sup> of course/gr oup of courses	Way <sup>3</sup> of crediting	Course/group of courses		
			lec	cl	lab	pr		sem	ZZU	CNPS	Total	DN <sup>5</sup> classes			BU <sup>1</sup> classes	University -wide <sup>4</sup>	Concerni ng scientific activities <sup>5</sup>
		<b>W08-HRM-ST-IIM/Block Social Competences II</b>						<b>30</b>	<b>60</b>	<b>2</b>	<b>1,4</b>	<b>T</b>	<b>Z</b>		<b>DN</b>	<b>P</b>	<b>S</b>
1	ZMZ2655S	Personal Branding						30	60	2	1,4	T	Z		DN	P	S
2	ZMZ2656S	Public Speaking						30	60	2	1,4	T	Z		DN	P	S
		Total	0	0	0	0		30	60	2	1,4						

#### 4.2.4.5 Human Resources Management block (min. 3 ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours				Learning effect symbol	Number of hours		Number of ECTS points			Form <sup>2</sup> of course/gr oup of courses	Way <sup>3</sup> of crediting	Course/group of courses		
			lec	cl	lab	pr		sem	ZZU	CNPS	Total	DN <sup>5</sup> classes			BU <sup>1</sup> classes	University -wide <sup>4</sup>	Concerni ng scientific activities <sup>5</sup>
		<b>W08-HRM-ST-IIM/Block Human Resource Management</b>						<b>30</b>	<b>75</b>	<b>3</b>	<b>2,1</b>	<b>T</b>	<b>Z</b>		<b>DN</b>	<b>P</b>	<b>S</b>
1	ZMZ2647S	Diversity Management						30	75	3	2,1	T	Z		DN	P	S

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z – enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

2	ZMZ2648S	Developing Cultural Competences				2	K2_ZAMZ_I20 K2_ZAMZ_I22 K2_ZAMZ_I01 K2_ZAMZ_I02 K2_ZAMZ_I03 K2_ZAMZ_I04 K2_ZAMZ_I05 K2_ZAMZ_I06 K2_ZAMZ_I07 K2_ZAMZ_I08 K2_ZAMZ_I09 K2_ZAMZ_I10 K2_ZAMZ_I11 K2_ZAMZ_I12 K2_ZAMZ_I13 K2_ZAMZ_I14 K2_ZAMZ_I15 K2_ZAMZ_I16 K2_ZAMZ_I17 K2_ZAMZ_I18 K2_ZAMZ_I19 K2_ZAMZ_I21 K2_ZAMZ_I23 K2_ZAMZ_I24 K2_ZAMZ_I25 K2_ZAMZ_I26 K2_ZAMZ_I27 K2_ZAMZ_I28 K2_ZAMZ_I29 K2_ZAMZ_I30 K2_ZAMZ_I31 K2_ZAMZ_I32 K2_ZAMZ_I33 K2_ZAMZ_I34 K2_ZAMZ_I35 K2_ZAMZ_I36 K2_ZAMZ_I37 K2_ZAMZ_I38 K2_ZAMZ_I39 K2_ZAMZ_I40 K2_ZAMZ_I41 K2_ZAMZ_I42 K2_ZAMZ_I43 K2_ZAMZ_I44 K2_ZAMZ_I45 K2_ZAMZ_I46 K2_ZAMZ_I47 K2_ZAMZ_I48 K2_ZAMZ_I49 K2_ZAMZ_I50 K2_ZAMZ_I51 K2_ZAMZ_I52 K2_ZAMZ_I53 K2_ZAMZ_I54 K2_ZAMZ_I55 K2_ZAMZ_I56 K2_ZAMZ_I57 K2_ZAMZ_I58 K2_ZAMZ_I59 K2_ZAMZ_I60 K2_ZAMZ_I61 K2_ZAMZ_I62 K2_ZAMZ_I63 K2_ZAMZ_I64 K2_ZAMZ_I65 K2_ZAMZ_I66 K2_ZAMZ_I67 K2_ZAMZ_I68 K2_ZAMZ_I69 K2_ZAMZ_I70 K2_ZAMZ_I71 K2_ZAMZ_I72 K2_ZAMZ_I73 K2_ZAMZ_I74 K2_ZAMZ_I75 K2_ZAMZ_I76 K2_ZAMZ_I77 K2_ZAMZ_I78 K2_ZAMZ_I79 K2_ZAMZ_I80 K2_ZAMZ_I81 K2_ZAMZ_I82 K2_ZAMZ_I83 K2_ZAMZ_I84 K2_ZAMZ_I85 K2_ZAMZ_I86 K2_ZAMZ_I87 K2_ZAMZ_I88 K2_ZAMZ_I89 K2_ZAMZ_I90 K2_ZAMZ_I91 K2_ZAMZ_I92 K2_ZAMZ_I93 K2_ZAMZ_I94 K2_ZAMZ_I95 K2_ZAMZ_I96 K2_ZAMZ_I97 K2_ZAMZ_I98 K2_ZAMZ_I99 K2_ZAMZ_I100	30	75	3	3	2,1	T	Z	DN	P	S
Total		0	0	0	0	2	75	3	3	2,1							

### Altogether for specialization blocks:

Total number of hours		Total number of ZZU hours	Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for DN classes <sup>5</sup>	Number of ECTS points for BU classes <sup>1</sup>
lec	cl	lab	pr	sem		
5	5	3	21	10	68	47,6
					63,5	47,6

### 4.3 Training block - concerning principles of training crediting – attachment no. ....

#### Opinion of the Advisory Faculty Council concerning the rules of crediting training block

Name of training		
Number of ECTS points	Number of ECTS points for BU <sup>1</sup> classes	Training crediting mode
Training duration		
Training objective		

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

#### 4.4 „Diploma dissertation” block (if it is foreseen at first level studies)

Type of diploma dissertation	Licencjat / inżynier / magister / magister inżynier*
Number of diploma dissertation semesters	Number of ECTS points
3	2 ZMZ2644S Seminar I 2 ZMZ2650S Seminar II 5 ZMZ2649P MSc Thesis I 16 ZMZ2659D MSc Thesis II
<b>Character of diploma dissertation</b>	
Literature survey, project, computer program, etc.	
Number of BU <sup>1</sup> ECTS points	17,5

#### 5. Ways of verifying assumed learning outcomes

Type of classes	Ways of verifying assumed learning outcomes
lecture	e.g. examination, progress/final test
class	e.g. progress/final test
laboratory	e.g. pretest, report from laboratory
project	e.g. project defence
seminar	e.g. participation in discussion, topic presentation, essay
training	e.g. report from training
diploma dissertation	prepared diploma dissertation

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course / group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

## 6. Range of diploma examination

1. Explain and support with examples the evolution of the management concepts.
2. What is the importance of the fourth industrial revolution? What are the key impacts?
3. Cost accounting in financial planning.
4. Explain who the stakeholders are in the concept of CSR.
5. Discuss the process of job analysis and job descriptions- methodology and stages.
6. Discuss the steps, methods and tools used for people resourcing (recruitment and selection).
7. Make a comparative analysis of personnel philosophies and the resulting HR policy models in relation to recruitment, professional development, remuneration and employee periodic assessment.
8. Discuss the task structure and content of the HR management process.
9. Discuss selected three trends in HRM - the concept and application in the organization (virtualization of HRM, audit and controlling, candidate, employee experience and wellbeing, evidence based approach).
10. Discuss the framework and strategies for International HRM.
11. Discuss the process of integrating HRM strategies with general organizational strategies based on the company's strategy.
12. Describe the principles and methods of creating competency profiles.
13. Describe standard methods of competency assessment.
14. List and discuss the basic principles of shaping the periodic employee evaluation system.
15. Make a comparative analysis of the concepts and methods of employee evaluation consistent with the human capital approach.
16. Discuss the essence of the assessment center technique and the assessment tools used.
17. Discuss selected three methods to evaluate employee potential within development center method.
18. Characterize organizational strategies and tools of culture management.
19. Discuss two methods of evaluating a training program.
20. Discuss different types of training programs.
21. Compare one-way and two-way contract of coaching. Discuss the assignment and the coaching process itself.
22. Discuss the coaching style of management. Discuss the coaching methods used in the manager's work.
23. Discuss the concepts of motivation and engagement at work.
24. Discuss the types of remuneration systems according to the type of variable part and the principles of designing bonus systems in the practice of enterprises.
25. What is the innovation of the remuneration system? Provide innovative ways of rewarding employees.

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

26. Discuss the methods and techniques as well as analytical tools used in the area of employer branding.
27. Discuss the essence and basic areas of internal and external employer branding.
28. List and characterize key performance indicators (HR KPIs) for selected 3 HR areas: recruitment, development, administration and HR service, onboarding processes, rewarding and motivating, performance appraisal, turnover.
29. List and discuss the principles of creating an effective message.
30. Describe how the credibility of the message sender should be built. Give examples from different types of organizations.
31. Characterize the personality and social determinants of creativity.
32. Discuss factors supporting and blocking processes creativity in the group. List techniques for creative problem solving.
33. Give an example and discuss the strategy of a successful company in the creative industries.
34. Define the concept of conflict, list the sources and types of conflicts in the organization and methods of solving them.
35. Describe the intra- and intergroup consequences of the conflict.
36. Characterize the essence of leadership in the organization.
37. List and discuss selected leadership concepts and styles.
38. Compare the transactional and transformational styles in leadership. In which situations does one or the other have an advantage?
39. The origin of power in modern organizations.
40. List and describe the most important factors affecting the effectiveness of teams.
41. Characterize the concept of a personal brand and discuss examples of tools for building it.
42. Social influence phenomena. Discuss types and rules of it.
43. Explain the mechanism of social categorization on the example of the stereotypes associated with the jobs.
44. Define the phenomenon of self-presentation. List its categories and describe one.
45. List and describe the individual, organizational and social functions of human work.
46. Does the personality of people influence their organizational and professional behavior?
47. Decision Analytics and Modelling.
48. Predictive analytics based on Machine Learning.
49. Applications of quantitative data analysis methods in risk analysis for team projects. Examples of application.
50. Analysis of dependence for qualitative and quantitative variables and applications in risk analysis
51. Examples of applications linear optimization in risk analysis.
52. The econometric forecasting model – general description of the concept.
53. HRM metrics - measurement methodology.

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course /group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses



- 54. Statistical analysis methods to verify the HRM metrics.
- 55. Integrated management systems - tools and techniques
- 56. Information systems to support human resource management decision making.

## 7. Requirements concerning deadlines for crediting courses/groups of courses for all courses in particular blocks

No.	Course / group of courses code	Name of course / group of courses	Crediting by deadline of... (number of semester)
	IEZ2517W	Human Resource Management	1
	MAZ2580W MAZ2580L	Risk Analysis in the realization of organizational projects	1
	EKZ2505W EKZ2505C	Knowledge Economy	2
	ZMZ2642W ZMZ2642C ZMZ2642L	Research Methods in Human Resource Management	2
	FBZ2511W FBZ2511C FBZ2511L	Managerial Accounting	3
	PSZ2507W PSZ2507S	Leadership in the Organization	3
	ZMZ2654W ZMZ2654C	Performance Management in Human Resource Management	4

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

<sup>4</sup>University-wide course / group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

8. Plan of studies (attachment no. ....)

Approved by faculty student government legislative body:

11.03.2021 ..... Mateusz Sulech Mateusz Sulech  
Date name and surname, signature of student representative

**DZIEKAN**

*Katarzyna Tworek*

11.03.2021

Dean's signature / **Katarzyna Tworek, prof. uczelni**  
(3)

Date

\*Delete as appropriate

<sup>1</sup>BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

<sup>2</sup>Traditional – enter T, remote – enter Z

<sup>3</sup>Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (k.c., cl. lab, pr., sem)

<sup>4</sup>University-wide course / group of courses – enter O

<sup>5</sup>DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

<sup>6</sup>Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

<sup>7</sup>KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses