

ASSUMED LEARNING OUTCOMES

FACULTY OF COMPUTER SCIENCE AND MANAGEMENT

MAIN FIELD OF STUDY: MANAGEMENT

EDUCATION LEVEL: first-level (licencjat) studies

PROFILE: general academic

Location of the main-field-of study:

Branch of science: Social Sciences

Discipline / disciplines (for several disciplines, please indicate the major discipline) Management and Quality Sciences

Explanation of the markings:

P6U – universal first degree characteristics corresponding to education at the first-level studies - 6 PRK level

P6S – second degree characteristics corresponding to education at the first-level studies - 6 PRK level

W - category "knowledge"

U - category "skills"

K - category "social competences"

K (*faculty symbol*)_W1, K (*faculty symbol*)_W2, K (*faculty symbol*)_W3, ... - main-field-of study learning outcomes related to the category "knowledge"
K (*faculty symbol*)_U1, K (*faculty symbol*)_U2, K (*faculty symbol*)_U3, ... - main-field-of study learning outcomes related to the category "skills"
K (*faculty symbol*)_K1, K (*faculty symbol*)_K2, K (*faculty symbol*)_K3, ... - main-field-of study learning outcomes related to the category "social competences"

S (*faculty symbol*)_W..., S (*faculty symbol*)_W..., ... - specialization learning outcomes related to the category "knowledge"

S (*faculty symbol*)_U..., S (*faculty symbol*)_U..., ... - specialization learning outcomes related to the category "skills"

S (*faculty symbol*)_K..., S (*faculty symbol*)_K..., ... - specialization learning outcomes related to the category "social competences"
... _inż. – learning outcomes related to the engineer competences

* delete as applicable

Main field of study learning outcomes	Description of learning outcomes for the main-field-of study MANAGEMENT	Reference to PRK characteristics	
		Universal first degree characteristics (U)	Second degree characteristics typical for qualifications obtained in higher education (S)
	KNOWLEDGE (W)		Characteristics for qualifications on 6 levels of PRK, enabling acquiring engineering competences
K1_ZARZ_W01	Can explain the nature and the place of economic science in the system of sciences, as well as their relations with other social and technical sciences. Can explain the origin and evolution of economic science, including management science.	P6U_W	P6S_WG P6S_WK
K1_ZARZ_W02	Arranges and systematises fundamental knowledge in various economic sciences. Distinguishes between and characterises basic types of economic systems and their elements.	P6U_W	P6S_WG P6S_WK
K1_ZARZ_W03	Knows and explains the content of basic economic terms, laws and dependencies at the microeconomic and the macroeconomic scale. Characterises major theories in economics. Knows the basic purposes and institutions of a market economy and their functions.	P6U_W	P6S_WG P6S_WK
K1_ZARZ_W04	Understands the basic legal regulations governing the establishment and functioning of an economic organisation. Knows and understands the basic notions and principles of industrial property protection and copyright.	P6U_W	P6S_WK
K1_ZARZ_W05	Distinguishes between and characterises basic types and forms of organisation, identifies their objectives and other elements. Can explain key concepts in the theory of organisation with regard to their formation, functioning, transformation and development.	P6U_W	P6S_WG P6S_WK

K1_ZARZ_W06	Identifies inter-organisational relations and the interactions of an organisation with the environment in the context of national, international and intercultural determinants. Explains and illustrates the influence of environmental impacts on the activities of an organisation.	P6U_W	P6S_WG P6S_WK	
K1_ZARZ_W07	Explains the essence of management, knows basic trends (schools) in the theory of organisation and management. Recognises the conceptual basics of management, interprets functions of management. Applies basic classification criteria to management methods and techniques. Describes selected management methods and techniques.	P6U_W	P6S_WG P6S_WK	
K1_ZARZ_W08	Fundamental knowledge regarding organisational structures, structure-making factors and their shaping processes.	P6U_W	P6S_WG P6S_WK	
K1_ZARZ_W09	Identifies functional areas of an enterprise, relations between them, as well as key factors shaping the effectiveness and efficiency of operations implemented in those functional areas.	P6U_W	P6S_WG P6S_WK	
K1_ZARZ_W10	Describes basic notions, identifies problems, characterises methods and tools of marketing and sales. Knows and explains the essence and phases in the marketing management of an organisation. Classifies and characterises consumer behaviour.	P6U_W	P6S_WG P6S_WK	
K1_ZARZ_W11	Knows and characterises elements of the financial system. Basic knowledge of accounting, corporate finance and finance management. Knows the standards of financial reporting and methods for evaluating the economic and financial situation of an organisation, as well as investment efficiency calculus.	P6U_W	P6S_WG P6S_WK	

K1_ZARZ_W12	Basic knowledge of human resources in an organisation and their strategic nature. Knows the objectives, elements and determinants of the staff management process and characterises their mutual relations. Indicates and classifies instruments for selecting, motivating, developing, evaluating, rewarding employees; knows the principles of their effective use.	P6U_W	P6S_WG P6S_WK	
K1_ZARZ_W13	Knows basic notions and tools for the management of production and services. Basic knowledge of the functioning of production systems and processes. Knows basic methods for production and service management.	P6U_W	P6S_WG P6S_WK	
K1_ZARZ_W14	Basic knowledge of logistic systems and processes; recognises their elements. Knows the objectives and functions of logistics in an organisation and supply chain.	P6U_W	P6S_WG P6S_WK	
K1_ZARZ_W15	Explains the essence and meaning of issues of quality in management, knows the basic notions, objectives, regularities and problems associated with quality management. Identifies areas for improving the quality of resources, structures, processes, procedures and their determinants and, as a result, - the quality of products and services. Understands the ideas of standardisation and certification in an organisation.	P6U_W	P6S_WG P6S_WK	
K1_ZARZ_W16	Basic knowledge of methods and techniques for diagnosing and improving particular areas of the operations of functional organisations, as well as selected methods of examining the environment of an enterprise. Knows basic norms and standards in particular functional areas.	P6U_W	P6S_WG P6S_WK	
K1_ZARZ_W17	Basic knowledge of the psychology and sociology of organisation. Interprets the basic concepts of a person and explains motivation theories. Characterises the essence and determinants of leadership.	P6U_W	P6S_WG	

K1_ZARZ_W18	Basic knowledge of the regularities between organisational behaviour and their determinants. Knows the principles of the building and functioning of teams and factors affecting their efficiency. Describes the notion of organisational culture and its importance in management. Knows basic measures and systems of communication in organisations and the characteristics of efficient communication process.	P6U_W	P6S_WG	
K1_ZARZ_W19	Explains the essence of managing change in an organisation, indicates the sources of resistance against changes and ways of neutralising them.	P6U_W	P6S_WG P6S_WK	
K1_ZARZ_W20	Explains the essence, objectives and principles of project management. Knows the methodology and instruments of project management.	P6U_W	P6S_WG	
K1_ZARZ_W21	Explains the notion of innovation and distinguishes between its types. Recognises the characteristics and determinants of innovativeness of an organisation. Describes innovative processes occurring within an organisation. Characterises the essence and forms of entrepreneurship and identifies the conditions for its formation and development.	P6U_W	P6S_WG P6S_WK	
K1_ZARZ_W22	Knows basic rules of physics, explains the impact of the material work environment on the encumbrance of an employee.	P6U_W	P6S_WG P6S_WK	
K1_ZARZ_W23	Knows the calculus of vectors and matrix calculus. Basic knowledge of mathematical analysis: extremes of functions, differential and integral calculus, functions of one and several variables. Basic knowledge of differential equations. Knows mathematical methods used in economics and in management sciences.	P6U_W	P6S_WG	
K1_ZARZ_W24	Knowledge with regard to the development and application of mathematical and IT tools in various functional fields of an organisation.	P6U_W	P6S_WG P6S_WK	
K1_ZARZ_W25	Knows basic statistical methods and IT tools for the collection, analysis and presentation of data describing economic and social processes.	P6U_W	P6S_WG	

K1_ZARZ_W26	Knows the basic characteristics of IT management systems and the basics for constructing classifications of such systems. Describes the basic elements of methodologies for building and implementing IT management systems.	P6U_W	P6S_WG P6S_WK	
K1_ZARZ_W27	Deepened knowledge within the chosen speciality: - Business Management (ZP) - Organisational Management (OM)			
SKILLS (U)				
K1_ZARZ_U01	Able to initiate business operations, selects organisational and legal forms, formulates organisational objectives and prepares actions designed to attain them efficiently.	P6U_U	P6S_UW	
K1_ZARZ_U02	Able to analyse and evaluate objectives, characteristics, elements, processes, functional areas in an organisation and internal and inter-organisational relations using basic notions and theoretical perspectives related to economic sciences.	P6U_U	P6S_UW	
K1_ZARZ_U03	Ability to analyse the causes and dynamics of phenomena in an organisation and its environment. Able to identify and analyse typical management and practical problems in an organisation and in its functional areas.	P6U_U	P6S_UW	
K1_ZARZ_U04	Able to select sources of information and use them in solving typical management and practical problems in an organisation and its functional areas.	P6U_U	P6S_UW	
K1_ZARZ_U05	Able to use selected methods and tools (including mathematical, statistical, IT) to identify, analyse and solve typical management and practical problems in an organisation and its functional areas.	P6U_U	P6S_UW	
K1_ZARZ_U06	Able to use normative systems and apply relevant norms and standards (legal, professional, moral) to specific activities in an organisation.	P6U_U	P6S_UW	
K1_ZARZ_U07	Able to formulate alternative solutions to typical management and practical problems in an organisation and in its particular functional areas. Able to justify, select and verify solutions according to set priorities.	P6U_U	P6S_UW	

K1_ZARZ_U08	Able to apply the principles and instruments of efficient planning and resource management in order to perform individual and team tasks.	P6U_U	P6S_UW	
K1_ZARZ_U09	Able to prepare management plans for changes in an organisation and select methods of managing typical plans of changes in an organisation.	P6U_U	P6S_UW	
K1_ZARZ_U10	Able to identify, interpret and evaluate behaviour of the members of an organisation and use typical techniques of influence on those behaviours.	P6U_U	P6S_UW	
K1_ZARZ_U11	Able to use selected methods and techniques, as well as measures for evaluating and forecasting the results of operations in an organisation.	P6U_U	P6S_UW	
K1_ZARZ_U12	Able to select and develop simple IT instruments for finding solutions to typical management and practical problems in an organisation and its particular functional areas	P6U_U	P6S_UW	
K1_ZARZ_U13	Applies theoretical knowledge from the field of physics in order to optimise working conditions, taking account of the material environment.	P6U_U	P6S_UW	
K1_ZARZ_U14	Possesses elementary research skills making it possible to analyse examples of research, as well as conducting simple research in the field of management sciences; able to formulate conclusions, prepare and present results and indicate directions for further research.	P6U_U	P6S_UW	
K1_ZARZ_U15	Able to use various Polish and foreign language sources of information on their own, particularly in professional literature. Able to integrate the information acquired and use it in order to deepen their specialist knowledge associated with the field of social sciences and the discipline of management sciences.	P6U_U	P6S_UW P6S_UK P6S_UO P6S_UU	

K1_ZARZ_U16	Understands oral and written descriptions of general and scientific topics associated with the field of social sciences and the discipline of management sciences. Able to present statements (oral and written), participate in discussions and present their opinions in an international professional environment - in a foreign language.	P6U_U	P6S_UW P6S_UK P6S_UO P6S_UU
K1_ZARZ_U17	Possesses expanded skills within the chosen speciality: - Business Management (ZP) - Organisational Management (OM)		
SOCIAL COMPETENCES (K)			
K1_ZARZ_K01	Aware of the need for unassisted development of their knowledge and professional skills within organisation and management sciences. Able to develop this knowledge and improve skills on their own.	P6U_K	P6S_KK P6S_KR
K1_ZARZ_K02	Able to cooperate and work in group and team forms of work organisation (assuming different roles in them). Able to organise the work of small teams and to manage them.	P6U_K	P6S_KO P6S_KR
K1_ZARZ_K03	Prepared to assume responsibility for entrusted tasks. Able to appropriately define priorities in their own work and in cooperation with others in connection with performing various organisational roles.	P6U_K	P6S_KK P6S_KO P6S_KR
K1_ZARZ_K04	Prepared to identify and analyse social problems in the workplace. Able to flexibly seek methods of solving them.	P6U_K	P6S_KO P6S_KR
K1_ZARZ_K05	Prepared to initiate changes at the workplace and participate in their planning and implementation. Able to think and act in an enterprising manner.	P6U_K	P6S_KK P6S_KO
K1_ZARZ_K06	Prepared to communicate, persuade and defend their views in order to achieve common goals. Prepared to behave in a professional and ethical manner.	P6U_K	P6S_KK P6S_KO P6S_KR
K1_ZARZ_K07	Is conscious of the need of individual and group activity which goes beyond the activities required in their studies	P6U_K	P6S_KK P6S_KR

Specialization ORGANIZATIONAL MANAGEMENT (OM)

		Reference to PRK characteristics	
		Universal first degree characteristics (U)	Second degree characteristics typical for qualifications obtained in higher education (S)
Specialization learning outcomes	Description of learning outcomes for the specialization ORGANIZATIONAL MANAGEMENT (OM)	Characteristics for qualifications on 6 levels of PRK	Characteristics for qualifications on 6 and 7 levels of PRK, enabling acquiring engineering competences
KNOWLEDGE (W)			
S1_ZARZ_OM_W01	Knows and can explain the scope and type of information contained in accounting books and financial statements and knows how to use and process them to make them the basis for making decisions at strategic, tactical and operational levels.	P6U_W	P6S_WG P6S_WK
S1_ZARZ_OM_W02	Understands the elements of traditional and agile methods for project management.	P6U_W	P6S_WG
S1_ZARZ_OM_W03	Knows and can explain the essence of contemporary changes in marketing strategies, as well as problems and challenges related to the development of the information society, development of new communication technologies and the emergence of new types of consumers (prosumers).	P6U_W	P6S_WG P6S_WK
S1_ZARZ_OM_W04	Knows modern methods and tools of human resource management: competence management, innovative ways of remuneration, personnel marketing and personnel controlling.	P6U_W	P6S_WG P6S_WK

S1_ZARZ_OM_W05	<p>Knows the ideas and principles of TQM (total quality management), the procedures, processes and funds necessary to implement and improve a quality management system. Knows and understands the methods, techniques and tools of quality management. Understands the concepts of organisations certifying quality standards and standardised quality management systems. Knows the requirements of the ISO 9001 quality management standard. Knows procedures for the auditing and certification of quality management systems.</p>	P6U_W	P6S_WG P6S_WK	
S1_ZARZ_OM_W06	<p>Knows methods of conducting system analysis, including examining the needs of users. Knowledge concerning methods of improving processes, as well as planning IT systems.</p>	P6U_W	P6S_WG P6S_WK	
S1_ZARZ_OM_W07	<p>Knows the basic rules of physics related to the material working environment. Knows the sources of standards and legal regulations determining acceptable parameters for factors of the material work environment. Aware of the impact of factors of the work environment on the encumbrance of an employee.</p>	P6U_W	P6S_WG P6S_WK	
S1_ZARZ_OM_W08	<p>Fundamental knowledge of risk analysis in decision-making processes. Understands the meaning and knows basic methods of the identification, measurement and management of risk in financial institutions and enterprises in uncertain situations.</p>	P6U_W	P6S_WG P6S_WK	
S1_ZARZ_OM_W09	<p>Knows modern methods and tools for generating rules of association for the needs of decision-making processes.</p>	P6U_W	P6S_WG P6S_WK	
S1_ZARZ_OM_W10	<p>Knows diagnostic, prognostic, systemic and heuristic methodologies of organisational conduct, useful for solving problems with regard to existing and newly designed organisations/enterprises.</p>	P6U_W	P6S_WG P6S_WK	

SKILLS (U)

S1_ZARZ_OM_U01	Able to properly process and use information from financial accounting in organisational decision-making – decisions concerning assortment, prices, suppliers, customers etc.	P6U_U	P6S_UW
S1_ZARZ_OM_U02	Able to use elements of the traditional and agile methods in practice as a project team member.	P6U_U	P6S_UW
S1_ZARZ_OM_U03	Able to identify, interpret and assess the civilisation, technological and cultural changes occurring in an organisation and its environment, as well as use acquired knowledge to solve management and marketing problems in an organisation.	P6U_U	P6S_UW
S1_ZARZ_OM_U04	Able to use innovative methods and tools of human resource management to solve typical practical problems in this field.	P6U_U	P6S_UW
S1_ZARZ_OM_U05	Able to identify and document the needs of IT system users, as well as identify problems associated with processing information in an organisation and suggest relevant improvements.	P6U_U	P6S_UW
S1_ZARZ_OM_U06	Able to use the methods, techniques and tools of quality management to analyse problems in an organisation and to solve them. Able to interpret the requirements of the ISO 9001 standard and prepare plans for implementing quality management systems.	P6U_U	P6S_UW
S1_ZARZ_OM_U07	Applies theoretical knowledge from the field of physics in order to optimise working conditions, taking account of its material environment. Able to assess the impact of factors of the material work environment on the encumbrance of an employee and minimise the negative impact of those factors on an employee's organism.	P6U_U	P6S_UW
S1_ZARZ_OM_U08	Identifies risk in decision-making processes in different areas of a financial system. Able to use basic methods of risk measurement and management.	P6U_U	P6S_UW

