



INTERNATIONAL EUROPEAN UNIVERSITY

EDUCATIONAL AND PROFESSIONAL PROGRAM

«MANAGEMENT»

First (Bachelor's) level

Specialty: **073 Management**

Knowledge area: **07 Management and Administration**

Educational qualification: **Bachelor of Management**

Approved by the Academic Council of
International European University
“26” May 2022 (protocol No.4)

Kyiv - 2022

INTRODUCTION

The educational and professional program (EPP) "Management" of the first (Bachelor's) level, specialty 073 "Management", knowledge area 07 "Management and Administration" contains the amount of ECTS credits necessary for obtaining the corresponding degree of higher education, the list of competencies and program results of the graduate, normative content training of applicants, attestation forms for applicants of higher education, requirements for the existence of a system of internal quality assurance of education.

The EPP was developed by members of the working group of the International European University:

№	Full name	Position	Scientific degree, academic title
1.	Yuliia Remyha (head of the group, guarantor)	Head of the Management and Economics Department	Ph.D. in Economics, Associate Professor
2.	Oksana Banar	Professor at the Management and Economics Department	Doctor of Economics, Professor
3.	Olena Boiko	Professor at the Management and Economics Department	Doctor of Economics, Associate Professor

External stakeholders involved in the development of the educational program:

№ п/п	Full name	Job, position
1.	S. Lukin	Director of the Professional Development Center in the Kyiv Region, Ph.D. in Economics, Associate Professor
2.	O. Ryzhkova	Director of SYSTEM LIGAL CONSULTING LLC
3.	M. Radutskyi	Co-owner of City Beach Club LLC, O. DESERTY
4.	S. Boyko	General Director of "Vodoliy" Group of Companies LLC
5.	O. Gonchar	Director of "IDEA SHOP" LLC
6.	R. Hrytsan	Graduate of higher education

When developing the educational and professional program, the Standard of Higher Education was taken as a basis for the specialty 073 "Management" of knowledge area 07 "Management and Administration" for the first (Bachelor's) level of higher education, approved and put into effect by the order of the Ministry of Education and Science of Ukraine dated 29.10. 2018 No. 1165.

1. PROFILE OF THE EDUCATIONAL PROGRAM

Specialty: 073 “Management”

Knowledge area: 07 “Management and Administration”

Educational qualification: Bachelor of Management

1. General information	
Full name of the higher education institution and structural unit	INTERNATIONAL EUROPEAN UNIVERSITY. Education and Research Institute “European Business School”. Department of Management and Economics
Degree of higher education and name of qualification in the original language	First (Bachelor’s) level. Bachelor of Management.
Official name of the educational program	Management
Type of diploma and scope of the educational program	Bachelor's degree, single, 240 ECTS credits, study period 3 years 10 months. 240 ECTS credits for students of higher education, entering on the basis of full general secondary education, the duration of study is 3 years and 10 months.
Availability of accreditation	Certificate of accreditation of the educational program No. 3037 dated March 29, 2022.
Cycle/level	first (bachelor) level, FQ-EHEAF - first cycle, EQF-LLL - 6th level, NRK of Ukraine - 6th level
Precondition	The presence of a certificate of complete general secondary education based on certificates of foreign language training. On the basis of the "junior bachelor" ("junior specialist") degree, the Higher Education Institution has the right to recognize and re-enroll ECTS credits received within the previous educational program of junior bachelor (junior specialist) training, in the amount of no more than 120 ECTS credits. On the basis of the "professional junior bachelor's" degree, the Higher Education Institution has the right to recognize and re-enroll no more than 60 ECTS credits obtained under the previous educational program of professional preliminary higher education. Admission based on the degrees "junior bachelor", "specialist junior bachelor" or "junior specialist" is carried out based on the results of the external examination in accordance with the procedure determined by the law. At least 50% of the volume of the educational program should be aimed at providing general and special (professional) competencies in the specialty defined by this standard of higher education. Admission is carried out in accordance with the Rules of admission to higher education at the International European University in 2022 - https://ie.u.edu.ua/images/AndreyContent/admin_info.pdf
Language(s) of instruction	Ukrainian, English
The term of validity of the educational program	The validity period of the educational program accreditation certificate is until July 1, 2027.
Internet address of the	https://business.ieu.edu.ua/navchannia/orhanizatsiia-osvitnoho-

permanent placement of the description of the educational program	<u>protsesu/osvitni-prohramy</u>
2. The purpose of the educational program	
<p>To train managers of enterprises, institutions, organizations and/or their subsidiaries, who will be able to solve complicated professional specialized tasks and practical problems in professional activities and/or during study, which require the application of conceptual scientific and practical knowledge, critical comprehension of theories, principles, methods and concepts in professional activities and/or during study, in order to ensure country's sustainable growth, innovation adoption and integration into the European community, complying with the academic integrity requirements.</p>	
3. Characteristics of the educational program	
<p>Subject area (field of knowledge, specialty)</p>	<p>Knowledge area: 07 "Management and administration". Specialty: 073 "Management". Disciplines of general training – 30.4%, disciplines of professional training – 37.5%, selective disciplines – 25.0%, practical training – 7.1%.</p> <p>Object of study: management of organizations and their divisions.</p> <p>Learning goals:</p> <ul style="list-style-type: none"> • training of specialists capable of solving practical problems and complex specialized tasks, characterized by complexity and uncertainty of conditions, in the field of management of organizations and their divisions. • Theoretical content of the subject area: • paradigms, laws, regularities, principles, historical prerequisites of management development; • concepts of systemic, situational, adaptive, anticipatory, anti-crisis, innovative, project management, etc.; • functions, methods, technologies and managerial decisions in management. <p>Methods, techniques and technologies:</p> <ul style="list-style-type: none"> • general scientific and specific research methods (calculation-analytical, economic-statistical, economic-mathematical, expert assessment, factual, sociological, documentary, balance, etc.); • methods of implementing management functions (marketing research methods; methods of economic diagnostics; methods of forecasting and planning; methods of designing organizational management structures; methods of motivation; methods of control; methods of evaluating social, organizational and economic efficiency in management, etc.); • management methods (administrative, economic, socio-psychological, technological); • technologies for justifying management decisions (economic analysis, simulation modeling, decision tree, etc.).

	<p>Tools and equipment:</p> <ul style="list-style-type: none"> • modern information and communication equipment, • information systems and software products used in management.
Orientation of the educational program	The educational and professional program focuses on the training of managers of enterprises, institutions, organizations and their subsidiaries, who are able to solve complex professional tasks, which requires deep practical training and application of conceptual scientific knowledge, critical comprehension of theories, principles and methods in professional activities.
Key focus of the educational program	General education in the knowledge area: 07 Management and administration. Training of lower and middle managers for enterprises and organizations of various property forms in different economic sectors. Keywords: management, management, organization, management decisions, management activity, personnel management, communication, motivation, planning, business analytics.
Program features	The program implies learning of profession-oriented disciplines during all academic years, theoretical and practical training, high foreign language proficiency with potential instruction in English, as well as ensures acquisition of excellent management knowledge and skills as part of steady development and self-actualization in order to train competitive and sought-after skillful specialists with comprehensive knowledge and competencies by integrating foreign learning experience and symbiosis of educational components. The program's unique feature is consecutive development of students' professional competencies according to European and international management standards.
4. Graduates' suitability for employment and further education	
Suitability for employment	After graduating from the educational and professional program, the graduate is able to perform the professional work specified in the National Classifier of Ukraine: "Profession Classifier" DK 003:2010 and can occupy the corresponding primary position by category 14. Managers (managers) of enterprises, institutions, organizations and their divisions; 343 Technical specialists in the field of management; 3436 Assistant managers; 3436.1 Assistants to managers of enterprises, institutions and organizations. 3436.2 Assistant managers of production and other main divisions; 3436.3 Assistant managers of small enterprises without a management apparatus; 3436.9 Other helpers; 3439 Other technical specialists in the field of management.
Academic rights of graduates	They have the right to continue their studies at the second (master's) level of higher education. Acquisition of additional qualifications in the postgraduate education system.
5. Teaching and assessment	
Teaching and learning	Competent, student-centered, problem-oriented approaches and proactive self-learning. The educational process is carried out in the

	<p>following forms: interactive scientific and cognitive lectures, practical classes, scientific research work, writing term papers, independent work, performance of creative works and tasks in the form of individual homework, essays, consultations with teachers, introductory, educational, technological and production practices, performance of qualifying bachelor's work.</p> <p>https://ie.u.edu.ua/pro-mieu/publiczna-informatsiia</p>
Assessment	<p>The evaluation system is based on taking into account the initial effectiveness of students' educational activity in the process of passing current and final control within the defined forms of organization of the educational process: educational classes, independent work, practical training, control measures.</p> <p>The total grade for studying the discipline is set according to the national and European scale.</p> <p>Attestation of graduates is carried out in the form of a public defense of a qualifying bachelor's thesis.</p>
6. Program competencies	
Integral competence	ability to solve complicated specialized tasks and practical problems in the management sector or during study, which implies the application of theories and methods of management, as well as characterized by complexity and uncertainty of conditions.
General competences (GC)	<p>GC 1. Ability to exercise your rights and obligations as a member of society, realize values of civil (democratic) society and need for its steady growth, supremacy of law, rights and freedoms of individuals and citizens in Ukraine.</p> <p>GC 2. Ability to keep and multiply moral, cultural, scientific values, as well as multiply achievements of society based on the understanding of history and regularities of subject area development, its place in the general system of knowledge about nature and society and in the evolution of society, engineering and technologies, as well as to use different types and forms of physical activity for outdoor activities and a healthy lifestyle.</p> <p>GC 3. Ability to abstract thinking, analysis and synthesis.</p> <p>GC 4. Ability to apply knowledge in practical situations.</p> <p>GC 5. Ability to know and understand the subject area and professional activities.</p> <p>GC 6. Ability to talk in a state language both orally and in written form.</p> <p>GC 7. Ability to communicate in a foreign language.</p> <p>GC 8. Skills in applying information and communication technologies.</p> <p>GC 9. Ability to learn and acquire contemporary knowledge.</p> <p>GC 10. Ability to conduct research at the proper level.</p> <p>GC 11. Ability to adapt and act in a new situation.</p> <p>GC 12. Ability to generate new ideas (creativity).</p> <p>GC 13. Appreciation and respect of diversity and multiculturality.</p> <p>GC 14. Ability to work in the international context.</p> <p>GC 15. Ability to act based on ethical considerations (motives).</p>
General competences (GC), defined by the Higher Education Institution	GC 16. Ability to apply and comply with national and international standards, effective legal standards in professional activities.

<p>Special competences (SC)</p>	<p>SC 1. Ability to define and describe organization characteristics. SC 2. Ability to analyze organization operating results, compare them with impact factors of external and internal environments. SC 3. Ability to determine organization development prospects. SC 4. Ability to identify functional areas of the organization and their relations. SC 5. Ability to run the organization and its subsidiaries by implementing the management function. SC 6. Ability to act in a socially conscious manner. SC 7. Ability to choose and apply contemporary management tools. SC 8. Ability to plan organization activities and manage time. SC 9. Ability to work in a team and establish the interpersonal interaction while solving professional tasks. SC 10. Ability to assess performed works, ensure their quality and motivate staff members. SC 11. Ability to create and arrange efficient communications as part of management. SC 12. Ability to analyze and structure organizational issues, make reasonable decisions. SC 13. Ability to understand principles and standards of law and apply them in professional activities. SC 14. To understand psychological principles and use them in professional activities. SC 15. Ability to develop and show leadership qualities and behavioral skills.</p>
<p>Special (professional) competences (SC), defined by the Higher Education Institution</p>	<p>SC 16. Ability to understand and seamlessly apply mathematical and numerical methods frequently used to make reasonable managerial decisions, particularly in the context of international economic activities.</p>
<p>7. Program learning outcomes</p>	
<p>Program Learning Outcomes (PLO)</p>	<p>PLO 1. To know your rights and obligations as a member of society, realize values of civil society, supremacy of law, rights and freedoms of individuals and citizens in Ukraine. PLO 2. To keep moral, cultural, scientific values, as well as multiply achievements of society, use different types and forms of physical activity for a healthy lifestyle. PLO 3. To show knowledge of theories, methods and functions of management, contemporary leadership concepts. PLO 4. To show skills in defining problems and grounding managerial decisions. PLO 5. To describe the content of functional areas of organization operations. PLO 6. To define skills in finding, collecting and analyzing information, calculating criteria for grounding managerial decisions. PLO 7. To determine organization design skills. PLO 8. To apply management methods for ensuring efficient organization operations. PLO 9. To show interaction, leadership and teamwork skills. PLO 10. To have skills in grounding efficient tools for motivating organization personnel. PLO 11. To show skills in analyzing the situation and carrying out</p>

	<p>communications in different areas of organization activities.</p> <p>PLO 12. To assess legal, social and economic consequences of organization functioning.</p> <p>PLO 13. To talk in state and foreign languages both orally and in written form.</p> <p>PLO 14. To identify stress causes, adapt yourself and your team members to a stress situation, find ways of its neutralization.</p> <p>PLO 15. To show the ability to act in a socially conscious manner based on ethical considerations (motives), respect of diversity and multiculturalism.</p> <p>PLO 16. To show skills in individual work, flexible thinking, openness to new knowledge; to be critical and self-critical.</p> <p>PLO 17. To carry out research individually and/or in a group under leader's supervision.</p>
Program learning outcomes determined by the Higher Education Institution	<p>PLO 18. To identify ecological and economic and legal consequences of enterprise functioning in the context of social steady development.</p> <p>PLO 19. To assess enterprise participation in European integration processes and detect prospects of their future development.</p> <p>PLO 20. To show skills in applying information, communication and innovative technologies.</p>
8. Resource support for program implementation	
Staff support	<p>All scientific and pedagogical workers, who are involved in the implementation of the educational component of the educational program, have a confirmed level of scientific and professional activity, are mainly full-time employees of the International European University, and the level of their activity is certified by the performance of at least four types and results from those listed in clause 30 of the License Terms implementation of educational activities, approved by Resolution of the Cabinet of Ministers of Ukraine No. 1187 dated 30.12.2015, as amended by Resolution of the Cabinet of Ministers of Ukraine No. 347 dated 10.05.2018.</p>
Material and technical support	<p>There are classrooms and lecture rooms fitted with computer workplaces, multimedia equipment, technical training aids; bases for student internship or current internship agreements. A training base allows organizing and holding classes in all academic disciplines at the proper scientific and methodical level (https://ieu.edu.ua/pro-mieu/publiczna-informatsiia).</p>
Informational and educational and methodological support	<p>Educational and methodological support (complexes) of educational disciplines, which include textbooks, study guides, lecture notes, collections of situational problems, methodological developments for practical classes, methodological instructions for writing coursework, for independent work of students, individual tasks of practical orientation; methodical materials for passing practices, tasks for knowledge control (examination tickets, test tasks, complex control works); modern information sources; a library with modern educational literature, scientific, reference and professional periodicals.</p> <p>The official website https://ieu.edu.ua/ contains information about educational programs, educational, scientific and educational activities, structural subdivisions, admission rules, contacts.</p> <p>All educational and methodological materials are available for</p>

	students in the reading room of the educational and scientific library. The reading room has computers and wireless Internet access. All library resources are available on the university website https://library.ieu.edu.ua/
9. Academic mobility	
National credit mobility	Recognition of learning outcomes at other education institutions as part of academic mobility according to agreements of International European University: https://ieu.edu.ua/navchannia/akademichna-mobylnist .
International credit mobility	cooperation with Swiss Montreux Business School (SMBS) based on the Agreement on affiliated collaboration: https://business.ieu.edu.ua/mizhnarodna-diialnist/partners
Education of foreign students of higher education	The education of foreign students is carried out in accordance with the requirements of the law and the rules of admission to the International European University: https://ieu.edu.ua/mizhnarodna-diialnist/pravyla-pryiomu-navchannia-ta-prozhyvannia-inozemnykh-studentiv

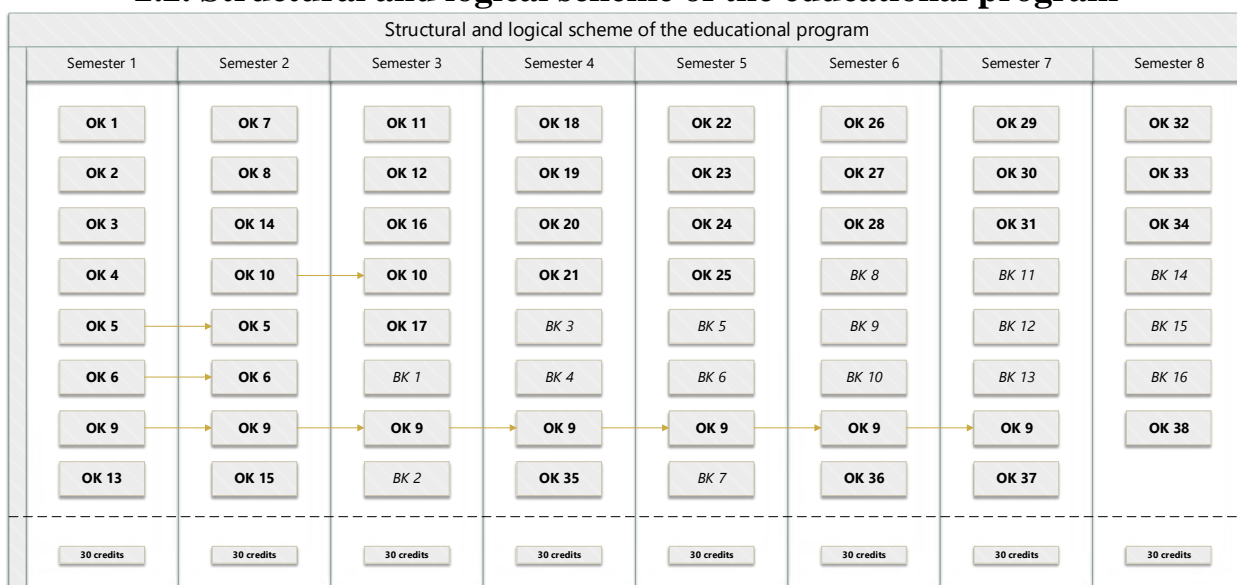
2. LIST OF EDUCATIONAL PROGRAM COMPONENTS AND THEIR LOGICAL SEQUENCE

2.1 List of EPP components

Discipline code	Components of the educational program (academic disciplines, practical training)	Amount of credits	Form of final control
1	2	3	4
1. Obligatory components of the educational and professional program			
1.1. General training course			
OK 1	Ukrainian (professional)	4	exam
OK 2	Health and Safety, Labor Protection and Civil Defense	3	test
OK 3	History of Ukrainian Statehood and Culture	4	exam
OK 4	Academic Integrity and Basics of Scientific Research	4	test
OK 5	Information Systems and Technologies	8	test, exam
OK 6	Higher and Applied Mathematics	8	test, exam
OK 7	Law Science	4	test
OK 8	Philosophy, Ethics and Aesthetics	3	exam
OK 9	Foreign Language (professional)	21	test, exam
OK 10	Economic Theory	8	test, exam
OK 11	Statistics	3	exam
OK 12	Sociology and Psychology	3	test
Total for the general training course		73	
1.2. Professional training course			
OK 14	Introduction to Specialty	4	exam
OK 15	International Economic Relations	4	exam
OK 16	Organization of Management Operations	4	test
OK 17	Organizational Theory	6	exam,

			term paper
OK 18	Finance, Money and Credit	4	exam
OK 19	Economic Analysis	4	exam
OK 20	Accounting and audit	4	exam
OK 21	Organization of Entrepreneurial Activity	3	test
OK 22	Foreign Economic Activities of the Enterprise	4	exam
OK 23	Management	6	exam, term paper
OK 24	Marketing and Advertising	3	exam
OK 25	Enterprise Activity Control Technologies	3	exam
OK 26	European Transnational Space	4	exam
OK 27	Controlling	3	exam
OK 28	Logistics	4	exam
OK 29	Labor Economics, Social and Labor Relations	3	exam
OK 30	Methods for Management Decision Making	3	exam
OK 31	Human Resource Management	3	exam
OK 32	Operations Management	3	exam
OK 33	Project Management	3	exam
OK 34	Business Intelligence	3	exam
OK 35	Public Management and Administration	3	exam
OK 36	Educational Practical Training	5	graded test
OK 37	Technological Practical Training	6	graded test
OK 38	On-the-job Practical Training	6	graded test
OK 39	Bachelor's thesis	9	defense
Total for the professional training course		107	
Total amount of obligatory components		180	
2. ELECTIVE COMPONENTS OF EPP			
Total amount of elective components		60	
TOTAL CAPACITY OF THE EDUCATIONAL AND PROFESSIONAL PROGRAM		240	

2.2. Structural and logical scheme of the educational program



3. CERTIFICATE FORM OF HIGHER EDUCATION ACQUIRES

Forms of attestation of higher education applicants	Attestation of graduates of the educational program "Management", specialty 073 "Management", knowledge area 07 "Management and Administration" is carried out in the form of public defense of the qualifying bachelor thesis.
Requirements for qualifying work (if available)	Qualification work should involve solving a complex specialized task or practical problem in the field of management, characterized by complexity and uncertainty of conditions, with the application of theories and methods of economic science. There can be no academic plagiarism, falsification, or plagiarism in the qualification work. The qualification work must be published on the official website of the International European University or the website of the educational and scientific institute of the "European School of Business"

4. INTERNAL QUALITY ASSURANCE SYSTEM OF HIGHER EDUCATION

The International European University (IEU) operates a system of internal education quality assurance (IQA), which provides for the implementation of the following procedures and measures:

- determination of the principles and procedures for ensuring the quality of higher education;
- implementation of monitoring and periodic review of educational programs;
- annual evaluation of higher education applicants, scientific and pedagogical workers and pedagogical workers of the university and regular publication of the results of such evaluations on the official website of IEU, on information stands and in any other way;
- provision of advanced training of pedagogical, scientific and scientific-pedagogical workers;
- ensuring the availability of the necessary resources for the organization of the educational process, including independent work of students of higher education, according to each educational program;
- ensuring the availability of information systems for effective management of the educational process;
- ensuring publicity of information about educational programs, degrees of higher education and qualifications;
- ensuring compliance with academic integrity by university employees and students of higher education, including creating and ensuring the functioning of an effective system for preventing and detecting academic plagiarism;
- other procedures and measures.

The internal system of quality assurance of education at the university's submission is evaluated by the National Agency for Quality Assurance of Higher Education (NAQA) or independent higher education assessment and quality

assurance institutions accredited by it for its compliance with the requirements for the system of quality assurance of higher education approved by NAQA and international standards and recommendations on ensuring the quality of higher education.

Guarantor of the educational program

Yuliia Remyha