

## MANAGEMENT LEARNING OUTCOMES

Name of the field of study: **MANAGEMENT**

Level: **First-cycle**

Educational profile: **practical**

Mode of study: **full-time and part time**

Number of semesters: **6**

Degree obtained by the graduate: **Bachelor**

Number of ECTS: **180**

Field of science: **social sciences**

Leading scientific discipline: **management and quality sciences**

Symbols of field-related learning outcomes	Field-related learning outcomes	Reference to universal PQF characteristics	Reference to the characteristics of the second-cycle of the PQF for the appropriate level
<b>KNOWLEDGE: THE GRADUATE</b>			
<b>Z_W01</b>	has the advanced knowledge and understanding of the following disciplines: management and quality sciences and economics and finances in the field of social sciences and their relationships with other disciplines; the origin of management and quality sciences and their development in the context of economic development; selected concepts in management and quality sciences and understand their sources and application in his or her professional activity related to the field of management	P6U_W	P6S_WG
<b>Z_W02</b>	has the advanced knowledge and understanding of the	P6U_W	P6S_WG

	selected concepts of the theory of the firm concerning the formation, operation, transformation and development of organisations, the attributes of a commercial enterprise and public institutions referring them to practical management problems		
<b>Z_W03</b>	has the advanced knowledge and understanding of the impact of the external environment on the company activity; relationships between economic entities and other social institutions that create their environment on a national and international scale, referring them to professional activities related to management processes	P6U_W	P6S_WG P6S_WK
<b>Z_W04</b>	has the advanced knowledge and understanding of the functional areas of the enterprise, their scope and relationships between them, also in connection with the professional working environment of the manager	P6U_W	P6S_WG
<b>Z_W05</b>	has the advanced knowledge and understanding of organisational roles and functions referring them to the professional activity of the manager	P6U_W	P6S_WG
<b>Z_W06</b>	has the advanced knowledge and understanding of philosophical, psychological and social human concepts, which are the basis for theoretical and practical interpretation of behaviour in organisations, understanding of human activities and proposing their modifications	P6U_W	P7S_WK
<b>Z_W07</b>	has the advanced knowledge and understanding of the essence and conditions of entrepreneurship of individuals and teams; knows the principles of planning, organisation and conducting business activity independently	P6U_W	P6S_WK
<b>Z_W08</b>	has the advanced knowledge and understanding of the functions of managing people in the context of the type of organisation and the extent of its operation and its application in the organisation's management processes	P6U_W	P6S_WG
<b>Z_W09</b>	has the advanced knowledge and understanding of selected standard methods and tools for collecting, analysing and	P6U_W	P6S_WG

	presenting economic and social data used in individual areas of company activity: market research, financial analysis, and product quality level.		
<b>Z_W010</b>	knows and understands basic legal provisions, norms and standards governing the functioning of the organisation and knows and understands the challenges of organisations related to the dilemmas of modern civilisation, including in the field of sustainable development.	P6U_W	P6S_WK
<b>Z_W011</b>	has the advanced knowledge and understanding of historical evolution of organisational structures and the role of leadership and negotiation in the transformation processes of economic structures and organisations;	P6U_W	P6S_WG P6S_WK
<b>Z_W012</b>	knows and understands basic concepts and principles related to the protection of industrial property and copyright;	P6U_W	P6S_WK
<b>SKILLS: THE GRADUATE CAN</b>			
<b>Z_U01</b>	identify phenomena and processes within the organisation, describe them on the basis of information obtained from different sources of information, evaluating, critically analysing and synthesising that information, analysing it with the use of appropriate methods and tools, including advanced information and communication techniques	P6U_U	P6S_UW
<b>Z_U02</b>	identify, analyse and interpret the causes, course and effects of social processes and phenomena affecting the functioning of the organisation;	P6U_U	P7S_UW
<b>Z_U03</b>	use appropriate methods and tools including advanced information and communication techniques to describe and analyse the environment of the organisation;	P6U_U	P6S_UW
<b>Z_U04</b>	formulate, analyse and solve complex and unusual organisational problems regarding management processes using appropriate analytical methods and tools	P6U_U	P6S_UW
<b>Z_U05</b>	apply knowledge to analyse the level and dynamics of selected volumes and performance indicators of the organisation	P6U_U	P6S_UW

Z_U06	use professional and ethical standards and rules, legal provisions in the planning, organisation, motivation, management and control processes of the enterprise, also in the field of a financial system, human resources management, and quality	P6U_U	P6S_UW
Z_U07	use appropriate analytical methods and tools and IT systems to support decision-making processes at the operational and tactical levels of the organisation, including in the field of sustainable projects	P6U_U	P6S_UW
Z_U08	perform the tasks of the organisation under conditions not fully predictable by analysing the motives of behaviour of organisation members and anticipating their behaviour, influence them to a certain extent	P6U_U	P6S_UW
Z_U09	persuade and negotiate to achieve common objectives;	P6U_U	P6S_UW
Z_U10	plan and organise individual and team work performing tasks related to the implementation of the imposed goals, as well as their setting them and organisation of the work of project, task, and interdisciplinary teams	P6U_U	P6S_UO
Z_U11	communicate with the environment using specialised terminology in the field of management and quality science and management practice, take part in the debate in a precise and consistent way to comment on selected problems of the modern economy and business management, using various theoretical approaches and own observations and views	P6U_U	P6S_JJK
Z_U12	improve lifelong learning skills by setting the directions of one's own development and training	P6U_U	P6S_JJU
Z_U13	use a foreign language at B2 level of the Common European Framework for the Description of Languages;	P6U_U	P6S_JK
<b>SOCIAL COMPETENCES: THE GRADUATE IS READY TO</b>			
Z_K01	critically assess knowledge and content received, and opinions in the field of management	P6U_K	P6S_KK

Z_K02	recognise the role of knowledge in solving practical problems in the management of an organisation and to consult experts in solving difficult problems	P6U_K	P6S_KK
Z_K03	responsibly perform professional roles in organisation management processes, and set priorities in the development of achievements and traditions of the managerial profession	P6U_K	P6S_KK
Z_K04	taking into account management knowledge and skills, he or she is ready to fulfil his or her social commitments, to participate in the preparation of sustainable projects for the benefit of local communities.	P6U_K	P6S_KO
Z_K05	initiate activities developing management practice for the public interest, explaining the management and economic aspects of these projects	P6U_K	P6S_KO
Z_K06	comply with the professional ethics of a manager and require it from employees	P6U_K	P6S_KR
Z_K07	take occupational challenges, move in the labour market and change jobs	P6U_K	P6S_KO

**Explanation of the markings in symbols:**

P6S – PQF level 6, characteristics typical of higher education qualifications

P6U – reference to universal PQF characteristics

WG- category of knowledge, scope and depth

WK – category of knowledge, context

UW- category of skills, use of knowledge

UO – category of skills, organisation of work

UK – category of skills, communication

UU – category of skills, learning

KK – category of social competence, assessment (critical)

KO – category of social competence, responsibility

KR– category of social competences,