

No.	Symbols of effects of education on the major	<p style="text-align: center;"><b>EFFECTS OF EDUCATION THE MAJOR</b>  <b>First degree studies</b>  <b>After graduation from the first degree studies, major:</b>  <b>Management graduate:</b></p>	Reference to the description of the effects of education for the field of social sciences
<b>KNOWLEDGE</b>			
1.	K1_ZARZ_W01	Explains the nature and the place of economic sciences in the system of sciences as well as their relations with others social and technical sciences. Explains the origin and evolution of economic sciences, including management sciences.	S1A_W01 S1A_W09
2.	K1_ZARZ_W02	Arranges and systematises basic knowledge of various economic sciences. Distinguishes and characterises basic types of economic systems and their elements.	S1A_W01 S1A_W02
3.	K1_ZARZ_W03	Knows and explains the content of basic economic terms, laws and dependencies in the microeconomic and the macroeconomic scale. Characterises major theories of economics. Knows basic purposes and institutions of market economy and their functions.	S1A_W02 S1A_W03
4.	K1_ZARZ_W04	Understands basic legal regulations governing establishment and functioning of an economic organisation. Knows and understands basic notions and principles of industrial property protection and copyright.	S1A_W07 S1A_W10
5.	K1_ZARZ_W05	Distinguishes and characterises basic types, types and forms of organisation, identifies their objectives and other elements. Explains key concepts of the theory of organisation with regard to their formation, functioning, transformation and development.	S1A_W02 S1A_W08 S1A_W09
6.	K1_ZARZ_W06	Identifies inter-organisational relations and interactions of an organisation with the environment in the context of national, international and intercultural determinants. Explains and illustrates the influence of the environmental impact on activities of an organisation.	S1A_W03 S1A_W07
7.	K1_ZARZ_W07	Explains the essence of management, knows basic trends (schools) in theory of organisation and management. Recognises conceptual basics of management, interprets functions of management. Distinguishes basic classification criteria of management methods and techniques. Describes selected management methods and techniques.	S1A_W06 S1A_W09
8.	K1_ZARZ_W08	Basic knowledge regarding organisational structures, structure-making factors and their shaping processes.	S1A_W02 S1A_W06 S1A_W07 S1A_W08
9.	K1_ZARZ_W09	Identifies functional areas of an enterprise, relations between them as well as key factors shaping effectiveness and efficiency of operations implemented in those functional areas.	S1A_W02

10.	K1_ZARZ_W10	Describes basic notions, identifies problems, characterises methods and tools of marketing and sales. Knows and explains the essence and phases of marketing management of an organisation. Classifies and characterises consumer behaviour.	S1A_W02 S1A_W04 S1A_W05 S1A_W06
11.	K1_ZARZ_W11	Knows and characterises elements financial system. Basic knowledge of accounting, corporate finance and finance management. Knows standards of financial reporting and methods of evaluation of economic and financial situation of organisation as well as investment efficiency calculus.	S1A_W02 S1A_W06 S1A_W07
12.	K1_ZARZ_W12	Basic knowledge of human resources in an organisation and their strategic nature. Knows objectives, elements and determinants of staff management process and characterises their mutual relations. Indicates and classifies instruments of selection, motivating, development, evaluation, rewarding employees; knows the principles of their effective use.	S1A_W02 S1A_W04 S1A_W05 S1A_W06 S1A_W07
13.	K1_ZARZ_W13	Knows basic notions and tools of management of production and services. Basic knowledge of functioning of production systems and processes. Knows basic production and service management methods.	S1A_W02 S1A_W06 S1A_W07
14.	K1_ZARZ_W14	Basic knowledge of logistic systems and processes; recognises their elements. Knows objectives and functions of logistics in an organisation and supply chain.	S1A_W02 S1A_W06 S1A_W07
15.	K1_ZARZ_W15	Explains the essence and meaning of issues of quality in management, knows basic notions, objectives, regularities and problems of quality management. Identifies the areas improvement of the quality of resources, structures, processes, procedures and their determinants and, as a result, - quality of products and services. Understands the idea standardisation and certification in an organisation.	S1A_W02 S1A_W06 S1A_W07
16.	K1_ZARZ_W16	Basic knowledge of methods and techniques of diagnosing and improvement in particular areas of operations of functional organisations as well as selected methods of examination of the environment of an enterprise. Knows basic norms and standards in particular functional areas.	S1A_W02 S1A_W03 S1A_W06 S1A_W07
17.	K1_ZARZ_W17	Basic knowledge of psychology and sociology of organisation. Interprets basic concepts of a person and explains motivation theories. Characterises the essence and determinants of leadership.	S1A_W04 S1A_W05
18.	K1_ZARZ_W18	Basic knowledge of regularities of organisational behaviors and their determinants. Knows the principles of 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 characteristics of efficient communication process.	S1A_W04 S1A_W05 S1A_W06

19.	K1_ZARZ_W19	Explains the essence of change management in an organisation, indicates the sources of resistance against changes and ways of neutralising them.	S1A_W04 S1A_W05 S1A_W06 S1A_W08
20.	K1_ZARZ_W20	Explains the essence, objectives and principles of project management. Knows methodology and instruments of project management.	S1A_W06
21.	K1_ZARZ_W21	Explains the notion of innovation and distinguishes its types. Recognises characteristics and determinants of innovativeness of an organisation. Describes innovative process occurring within an organisation. Characterises the essence and forms of entrepreneurship and identifies the premises of its formation and development.	S1A_W05 S1A_W11 S1A_W08
22.	K1_ZARZ_W22	Knows basic rules of physics, explains the impact of material work environment on the encumbrance of an employee.	S1A_W06 S1A_W07
23.	K1_ZARZ_W23	Knows calculus of vectors and matrix calculus. Basic knowledge of mathematical analysis: function extremum, differential and integral calculus, functions of one and many variables. Basic knowledge of differential equations. Knows methods mathematical used in economics and in management sciences.	S1A_W06
24.	K1_ZARZ_W24	Knowledge with regard to construction and application of mathematical and IT tools in various functional fields of an organisation.	S1A_W02 S1A_W06
25.	K1_ZARZ_W25	Knows basic statistical methods and IT tools of collection, analysis and presentation of data describing economic and social processes.	S1A_W06
26.	K1_ZARZ_W26	Knows basic characteristics of IT management systems and basics of construction of classification of those systems. Describes basic elements of methodologies of building and implementation of IT management systems.	S1A_W02
27.	K1_ZARZ_W27	<b>Deepened knowledge within the specialty:</b> - Enterprise management (ZP)- Appendix no. 1 - Organisational Management (OM) – Appendix no. 2	

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<b>SKILLS</b>			

1.	K1_ZARZ_U01	Able to initiate business operations, selects organisational and legal form, formulates organisational objectives and prepares actions designed to attain them efficiently.	S1A_U05 S1A_U06
2.	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.	S1A_U02 S1A_U03 S1A_U08 S1A_U01
3.	K1_ZARZ_U03	Ability to analyse causes and dynamics of phenomena in an organisation and its environment. Able to identify and analyse typical management and substantive problems in an organisation and in its functional areas.	S1A_U02 S1A_U03 S1A_U08
4.	K1_ZARZ_U04	Able to select sources of information and use them in solving typical management and substantive problems in an organisation and its functional areas.	S1A_U02
5.	K1_ZARZ_U05	Able to use indicated methods and tools (including mathematical, statistical, IT) to identify, analyse and solve typical management and substantive problems in an organisation and in its functional areas.	S1A_U02 S1A_U03
6.	K1_ZARZ_U06	Able to use normative systems and applies indicated relevant norms and standards (legal, professional, moral) in specific activities in an organisation.	S1A_U05
7.	K1_ZARZ_U07	Able to formulate alternative solutions of typical management and substantive problems in an organisation and in its particular functional areas. Able to justify, select and verify solutions according to the set priorities.	S1A_U02 S1A_U03 S1A_U05 S1A_U06 S1A_U07
8.	K1_ZARZ_U08	Able to apply the principles of and instruments of efficient planning and resource management in order to perform individual and team tasks.	S1A_U08
9.	K1_ZARZ_U09	Ability to prepare change management plans in an organisation and select methods of management of typical plans of changes in an organisation.	S1A_U06 S1A_U07
10.	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.	S1A_U08
11.	K1_ZARZ_U11	Able to use indicated methods and techniques as well as measures of evaluation and forecasting of results of operations in an organisation.	S1A_U02 S1A_U04
12.	K1_ZARZ_U12	Able to select and develop simple IT instruments supporting solutions for typical management and substantive problems in an organisation and in its particular functional areas	S1A_U02 S1A_U03
13.	K1_ZARZ_U13	Applies theoretical knowledge from the field of physics in order to optimise working conditions taking account of its material environment.	S1A_U07 S1A_U06

14.	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 the results and indicate the directions of further research.	S1A_U01 S1A_U02
15.	K1_ZARZ_U15	Able to use various Polish and foreign language sources of information on their own, particularly in professional literature. Able to integrate acquired information and use it in order to deepen their specialist knowledge associated with the field of social sciences and the discipline of management sciences.	S1A_U09 S1A_U10
16.	K1_ZARZ_U16	Understands listened and read texts on 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.	S1A_U09 S1A_U10 S1A_U11
17.	K1_ZARZ_U17	<b>Possesses expanded skills within the specialty:</b> - Enterprise management (ZP)- Appendix no. 1 - Organisational Management (OM) – Appendix no. 2	

No.	Symbols of effects of education on the major	<b>EFFECTS OF EDUCATION</b> <b>First degree studies</b> <b>After graduation from the first degree studies, major:</b> <b>Management graduate:</b>	<b>Reference to the description of the effects of education for the field of social sciences</b>
<b>SOCIAL COMPETENCES</b>			
1.	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.	S1A_K01 S1A_K06
2.	K1_ZARZ_K02	Able to cooperate and work in group and team forms of work organisation (assuming different roles in them). Able to organise work of small teams and to manage them.	S1A_K02
3.	K1_ZARZ_K03	Prepared to assume responsibility for entrusted tasks. Able to properly define priorities in own work and in cooperation with others in connection with performing various organisational roles.	S1A_K03 S1A_K04 S1A_K07
4.	K1_ZARZ_K04	Prepared to identify and analyse social problems at the workplace. Able to flexibly seek methods of solving them.	S1A_K04 S1A_K07
5.	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.	S1A_K07 S1A_K05
6.	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.	S1A_K03 S1A_K04 S1A_K05

## EFFECTS OF EDUCATION FOR THE SPECIALISATION ENTERPRISE MANAGEMENT (ZP)

**DEPARTMENT OF COMPUTER SCIENCE AND MANAGEMENT**

**Study major: MANAGEMENT**

**Degree of the studies: FIRST DEGREE STUDIES**

**Specialization: ENTERPRISE MANAGEMENT (ZP)**

No.	Effects of education on the 1st degree of the studies, Specialties: ZP	EFFECTS OF EDUCATION First degree studies After graduation from the first degree studies, major: <i>Management, specialty: ZP</i> the graduate can be characterised with the following knowledge and abilities:	Reference to the description of the effects of education for the field of social sciences
<b>KNOWLEDGE</b>			
1.	S1_ZARZ_ZP_W01	Knows and explains the scope and type of information contained in accounting books and financial statements of enterprises. Knows how to use and process them to make them the basis for making decisions at the strategic, tactical and operational level.	S1A_W02 S1A_W06 S1A_W07
2.	S1_ZARZ_ZP_W02	Knowledge of various project management methodologies and their values; knows PRINCE 2 methodology and other agile methodologies of project management in enterprises.	S1A_W06
3.	S1_ZARZ_ZP_W03	Familiar with notions, methods and tools of marketing research. Specialised knowledge of marketing research process and management of this process in enterprises. Understands the role of marketing research in business management. Knows and understands the special character of relations and cooperation between the researcher and the manager.	S1A_W02 S1A_W05 S1A_W06
4.	S1_ZARZ_ZP_W04	Knows modern methods and tools of human resource management in enterprises: competences management, innovative ways of remuneration, personal marketing and personal controlling.	S1A_W02 S1A_W05 S1A_W06 S1A_W07

5.	S1_ZARZ_ZP_W05	Knows the idea and principles of TQM, procedures, processes and measures necessary to implement and improve a quality management system in an enterprise. Knows and understands methods, techniques and tools of quality management. Knows standardisation organisations and standardised quality management systems. Knows the requirements of quality management standard ISO 9001. Knows procedures of auditing and certification of quality management system in enterprises.	S1A_W02 S1A_W06 S1A_W07
6.	S1_ZARZ_ZP_W06	Knows methods of conducting system analysis, including examining the needs of users. Knowledge of methods of improvement of processes as well as planning IT systems supporting management of an enterprise.	S1A_W02 S1A_W06
7.	S1_ZARZ_ZP_W07	Knowledge concerning the theory of functioning of the economy and regulations adopted (with regard to the market and the role of the state) nationwide, in integration associations and by global economy. Knowledge of economic determinants of functioning of an enterprise	S1A_W02 S1A_W03 S1A_W07
8.	S1_ZARZ_ZP_W08	Deepened knowledge in at least two of the following fields of legal knowledge: protection of intellectual property, market consumer protection, forms and rules of taxation of business operations, legal determinants of labour market and promotion of employment. Knowledge of legal determinants of functioning of an enterprise	S1A_W02 S1A_W07 S1A_W10
9.	S1_ZARZ_ZP_W09	Basic knowledge of risk analysis in decision-making processes. Understands the meaning and knows basic methods of identification, measurement and management of risk in financial institutions and in other companies in conditions of uncertainty.	S1A_W02 S1A_W03 S1A_W06 S1A_W07
10.	S1_ZARZ_ZP_W10	Knows diagnostic, prognostic, systemic and heuristic methodologies of organisational conduct, useful for solving problems with regard to existing and newly designed enterprises.	S1A_W02 S1A_W03 S1A_W06 S1A_W07 S1A_W09
11.	S1_ZARZ_ZP_W11	Knowledge in at least two of the following fields: efficacy and effectiveness of team work, interpersonal communication, negotiations and conflict resolution in an enterprise. Knows basic tools of social research.	S1A_W04 S1A_W05 S1A_W07 S1A_W08

No.	Effects of education on the 1st degree of the studies, specialty: ZP	<p style="text-align: center;"><b>EFFECTS OF EDUCATION</b>  <b>First degree studies</b>  <b>After graduation from the first degree studies, major:</b>  <i>Management, specialty: ZP</i> the graduate can be characterised with the following knowledge and abilities:</p>	Reference to the description of the effects of education for the field of social sciences
<b>SKILLS</b>			
28.	S1_ZARZ_ZP_U01	Able to properly process and use information from financial accounting in the decision-making process in an enterprise with regard to assortment, prices, suppliers, customers etc.	S1A_U02 S1A_U03 S1A_U04
29.	S1_ZARZ_ZP_U02	Able to use elements of PRINCE2 methodology and agile methodologies in an enterprise as project team member.	S1A_U03 S1A_U07 S1A_U08
30.	S1_ZARZ_ZP_U03	Able to design and conduct marketing research to solve decision-making processes in management of an enterprise - in the basic scope and at the basic level. Able to construct research tools. Ability to analyse qualitative and quantitative data. Able to formulate conclusions from marketing research in a manner adequate to the decision-making problem.	S1A_U02 S1A_U03 S1A_U08
31.	S1_ZARZ_ZP_U04	Able to use innovative methods and tools of human resource management to solve typical substantive HR problems in an enterprise.	S1A_U02 S1A_U03
32.	S1_ZARZ_ZP_U05	Able to identify and document the needs of IT systems users as well as identify problems of processing information in an enterprise and suggest relevant improvement measures. Able to build simple IT tools supporting decision-making processes in an enterprise.	S1A_U02 S1A_U03 S1A_U08
33.	S1_ZARZ_ZP_U06	Able to use methods, techniques and tools of quality management to analyse problems in an enterprise to solve them. Able to interpret the requirements of standard ISO 9001 and prepare plans of implementation of quality management systems in an enterprise.	S1A_U02 S1A_U03
34.	S1_ZARZ_ZP_U07	Able to analyse correctness and results of management and indicate correct tools of effective activities throughout the national economy, the economy of integration associations and global economy conditioning the functioning of enterprises on the domestic and the international market.	S1A_U01 S1A_U02 S1A_U03 S1A_U08



35.	S1_ZARZ_ZP_U08	Understands and is able to interpret valid legal regulations; able to prepare standard documents concerning at least two of the following fields of legal knowledge useful in an enterprise: protection of intellectual property, market consumer protection, forms and rules of taxation of business operations, legal determinants of labour market and promotion of employment.	S1A_U01 S1A_U02 S1A_U03 S1A_U05
36.	S1_ZARZ_ZP_U09	Identifies risk in decision-making processes in different areas of financial system of an enterprise. Able to use basic methods of risk measurement and management in an enterprise.	S1A_U02 S1A_U03 S1A_U05 S1A_U07
37.	S1_ZARZ_ZP_U10	Able to diagnose problems found in an enterprise, use effective methods of improvement of organisation and functioning of an enterprise	S1A_U02 S1A_U03 S1A_U08
38.	S1_ZARZ_ZP_U11	Able to formulate and communicate messages in a simple and understandable manner. Able to effectively communicate with, persuade, and negotiate with the members of the group. Able to prevent conflicts and use techniques of solving them. Able to construct tools of social research.	S1A_U05 S1A_U06 S1A_U07