

## EFFECTS OF EDUCATION THE MAJOR

**DEPARTMENT OF COMPUTER SCIENCE AND MANAGEMENT**

**Study major: MANAGEMENT**

**Degree of the studies: 2ND DEGREE STUDIES**

**Field of Knowledge/Education: FIELD OF SOCIAL SCIENCES**

**Field of science: DOMAIN OF ECONOMIC SCIENCES**

**Scientific discipline: MANAGEMENT SCIENCES**

**Profile: GENERAL ACADEMIC**

No.	Symbols of effects of education on the major:	<b>EFFECTS OF EDUCATION ON THE MAJOR</b> <b>2nd degree studies</b> <b>After graduation from 2nd degree studies, major:</b> <i>Management the graduate can be characterised with the following knowledge and abilities:</i>	<b>Reference to the description of the effects of education in the field of social sciences</b>
<b>KNOWLEDGE</b>			
1.	K2_ZARZ_W01	Extended knowledge of economic sciences and their place in the system of sciences and relationships with other social sciences.	S2A_W01
2.	K2_ZARZ_W02	Extended knowledge related to economic policy as an element of regulation of the economy – on national scale and international scale as well as scale of economic and integration associations. Knows premises, types, directions and effects of economic and legal evolution of markets, market structures and institutions as well as economic and integration associations.	S2A_W02 S2A_W07 S2A_W03 S2A_W08
3.	K2_ZARZ_W03	Understands the strategic context of functioning of an organisation. Explains the impact of global determinants (including legal and economic) on competitiveness of organisation as well as efficiency of its functioning. Familiar with the essence of the strategy of an organisation. Knowledge of the essence, stages and methods of strategic management.	S2A_W02 S2A_W03 S2A_W06 S2A_W07 S2A_W08 S2A_W11

4.	K2_ZARZ_W04	Deepened knowledge concerning the theory of organisation and management. Identifies different phases of organisational development. Extended knowledge of contemporary concepts of organisation.	S2A_W01 S2A_W02 S2A_W06 S2A_W08 S2A_W09
5.	K2_ZARZ_W05	Understands strategic importance of knowledge management in an organisation. Identifies determinants, processes and instruments of knowledge management in an organisation.	S2A_W10 S2A_W07 S2A_W05
6.	K2_ZARZ_W06	Understands complexity and complex nature of substantive and management problems in an organisation. Interprets interdependencies exceeding particular functions, processes and the organisation. Extended knowledge of information system of an organisation.	S2A_W02 S2A_W03
7.	K2_ZARZ_W07	Knows advanced methods of measurement and evaluation of achievements of an organization as a whole. Explains basics and meaning of restructuring processes: stabilising, development and repair in an organisation.	S2A_W02 S2A_W06 S2A_W08
8.	K2_ZARZ_W08	Extended knowledge with regard to methods and techniques used in management.	S2A_W06 S2A_W08
9.	K2_ZARZ_W09	Deepened and extended substantive knowledge regarding management in functional areas of an organisation related to the studied specialisation*).	S2A_W02 S2A_W03 S2A_W06
10.	K2_ZARZ_W10	Characterises, explains and interprets norms and standards (legal, organisational, professional, moral and ethical) relevant to functional areas of an organisation related to the studied specialisation*).	S2A_W07 S2A_W01
11.	K2_ZARZ_W11	Deepened knowledge of leadership, decision-making, motivating, group mechanisms and social impact realised in an organisation. Indicates the principles of counteracting negative individual and social phenomena in an organisation.	S2A_W01 S2A_W04 S2A_W05
12.	K2_ZARZ_W12	Extended knowledge of entrepreneurship. Indicates its determinants. Identifies factors encouraging individual and team effectiveness of enterprising behaviour.	S2A_W11 S2A_W05
13.	K2_ZARZ_W13	Knows the principles of construction of econometric and simulation models. Specialised knowledge concerning quantitative modeling and forecasting of states and processes in an organisation.	S2A_W06 T2A_W05
14.	K2_ZARZ_W14	Understands objectives, mechanisms of functioning and characteristics of integrated IT management systems.	S2A_W06 T2A_W05

15.	K2_ZARZ_W15	Achieves additional results in the KNOWLEDGE category for one of the following specialisations: 1) Enterprise Processes Management (App. 1) 2) Financial Engineering (App. 2.) 3) Information Technologies in Management (App. 3.) 4) Entrepreneurship, Innovations and Projects (App. 4.) 5) Managerial Behaviours and Decisions (App. 5.) 6) Business Information Systems (App. 6.)	
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No.	Symbols of effects of education on the major	<b>EFFECTS OF EDUCATION THE MAJOR 2nd degree studies After graduation from 2nd degree studies, major: Management graduate:</b>	<b>Reference to the description of the effects of education in the field of social sciences</b>
<b>SKILLS</b>			
1.	K2_ZARZ_U01	Able to specify and analyse potential effects of introduced national and international economic and legal regulations for particular organisations, markets and integration associations. Able to use extended models of market structures to solve economic and management problems.	S2A_U01 S2A_U02 S2A_U03 S2A_U08
2.	K2_ZARZ_U02	Able to analyse the causes and dynamics of events and phenomena in an organisation as a whole, in the context of their internal and external determinants. Able to identify, analyse and evaluate complex management and substantive problems in an organisation.	S2A_U01 S2A_U02 S2A_U03 S2A_U08
3.	K2_ZARZ_U03	Able to select sources of information and use them in solving complex management and substantive problems in an organisation.	S2A_U02
4.	K2_ZARZ_U04	Able to select, justify and follow methods and techniques to identify, analyse and solve complex management and substantive problems in an organisation. Able to critically evaluate the usefulness of methods and techniques.	S2A_U02 S2A_U03
5.	K2_ZARZ_U05	Able to use specialist normative systems linked to the studied specialisation. Able to select, adapt, justify and follow appropriate norms and standards (legal, professional, moral and ethical) in specific activities in an organisation*).	S2A_U05

6.	K2_ZARZ_U06	Ability to formulate solutions for complex management and substantive problems in an organisation. Able to justify, select and verify solutions according to the agreed priorities in the context of internal and external conditions.	S2A_U01 S2A_U02 S2A_U03 S2A_U05 S2A_U06 S2A_U07
7.	K2_ZARZ_U07	Ability to design complex changes in an organisation.	S2A_U04 S2A_U06 S2A_U07
8.	K2_ZARZ_U08	Ability to design advanced methods of measurement and evaluation of achievements of an organization as a whole. Able to comprehensively assess an organisation according to the adopted goals, priorities and criteria and suggest directions of possible changes.	S2A_U01 S2A_U02 S2A_U05
9.	K2_ZARZ_U09	Able to perform strategic analysis of an organisation and its environment. Able to formulate alternative strategies at the level of an organisation and domains of its operations; analyses; critically assesses and selects proper strategy option. Able to select and assess strategic control instruments.	S2A_U01 S2A_U02 S2A_U03 S2A_U06 S2A_U07
10.	K2_ZARZ_U10	Able to use operational testing methods as a tool supporting advanced decision-making analyses.	S2A_U03 S2A_U02
11.	K2_ZARZ_U11	Able to build and use econometric and simulation models in solving complex management problems.	S2A_U04 S2A_U03
12.	K2_ZARZ_U12	Ability to use of quantitative methods including advanced econometric and simulation methods to describe and forecast processes and results of activities of an organisation.	S2A_U03 S2A_U04
13.	K2_ZARZ_U13	Able to prepare elements of IT introduction strategy for an organisation; assesses, selects prepares integrated IT management systems for implementation. Able to use advanced IT systems supporting management in an organisation and in its functional areas related to the studied specialisation *).	S2A_U04 S2A_U07
14.	K2_ZARZ_U14	Advanced research skills: formulates simple hypotheses and research problems, selects adequate research methods, techniques and tools, prepares, presents and interprets research findings, draws conclusions, indicates directions of further research with regard to management sciences.	S2A_U02 S2A_U03 S2A_U08
15.	K2_ZARZ_U15	Sufficiently fluent in specialist language and able to use specialist language in all language activities to communicate in the professional environment in detailed issues from the field of management sciences - in Polish and a foreign language (1).	S2A_U11

16.	K2_ZARZ_U16	Understands Polish and foreign (1) texts related to management, able to interpret them, draw conclusions, acquire necessary information, interpretation it and critically assess it, read and understand professional literature, business and organisational documentation.	S2A_U09 S2A_U11
17.	K2_ZARZ_U17	Able to prepare a well-documented study (e.g. a short scientific report showing the author's own scientific research findings) or present descriptions of detailed issues with regard to management sciences in Polish and a foreign language (1).	S2A_U10 S2A_U11
18.	K2_ZARZ_U18	Able to formulate and exhaustively justify opinions, conduct presentations of problems regarding management sciences, topics related to work environment as well as participate in scientific and professional discussions - in Polish and a foreign language (1).	S1A_U11
19.	K2_ZARZ_U19	Speaks in a foreign language (2) good enough for a native speaker to understand and uses foreign language in matters relating to the specific needs of everyday life, both in written and spoken form.	
20.	K2_ZARZ_U20	Basic skills in a foreign language (2): understands simple spoken and read texts, able to initiate social contacts, speaks in a coherent manner on a known subject, able to write an e-mail, a postcard or a note.	
21.	K2_ZARZ_U21	Distinguishes and applies the formal and the informal variety of foreign language to a limited extent (2) uses basic socio-cultural knowledge in communication in a given a foreign language (2).	
22.	K2_ZARZ_U22	Achieves additional results in the SKILLS category for one of the following specialisations: 1) Enterprise Processes Management (App. 1) 2) Financial Engineering (App. 2.) 3) Information Technologies in Management (App. 3.) 4) Entrepreneurship, Innovations and Projects (App. 4.) 5) Managerial Behaviours and Decisions (App. 5.) 6) Business Information Systems (App. 6.)	

No.	Symbols of effects of education on the major	<b>EFFECTS OF EDUCATION THE MAJOR 2nd degree studies After graduation from 2nd degree studies, major: <i>Management</i> graduate:</b>	<b>Reference to the description of the effects of education in the field of social sciences</b>
<b>SOCIAL COMPETENCES</b>			
1.	K2_ZARZ_K01	Aware of the need of independent, critical evaluation of the scope and of the level of their professional knowledge and skills, both in terms of organisation and management sciences as well as in the interdisciplinary aspect. Prepared to search for fields of knowledge to supplement and skills to improve unassisted. Able to inspire and organise the process of learning of other people.	S2A_K01 S2A_K06

2.	K2_ZARZ_K02	Able to cooperate and work in group and team forms of work organisation (assuming different roles in them). Shows readiness to organise and manage the work of teams unassisted.	S2A_K02
3.	K2_ZARZ_K03	Able to properly define priorities in own work and in cooperation with others in connection with performing various organisational roles.	S2A_K03 S2A_K04
4.	K2_ZARZ_K04	Shows readiness to identify, critically analyse and resolve problems arising at the workplace. Able to anticipate the effects of made decisions.	S2A_K04 S2A_K05
5.	K2_ZARZ_K05	Shows readiness to unassisted to conduct flexible searches and use critical selection of methods and tools in solving problems arising at the workplace.	S2A_K04 S2A_K07
6.	K2_ZARZ_K06	Prepared to initiate changes in the organisation and participate in their planning and implementation. Able to anticipate multi-directional effects of introduced changes. Able to think and act in an enterprising manner.	S2A_K07 S2A_K05
7.	K2_ZARZ_K07	Prepared to assume responsibility for entrusted tasks within designated organisational roles. Characterised by responsibility for own preparation for work, made decisions and taken actions as well as their results.	S2A_K07 S2A_K05
8.	K2_ZARZ_K08	Presents courage in conveying and defending their views. Prepared to persuade and negotiate in order to achieve common goals.	S2A_K03 S2A_K04
9.	K2_ZARZ_K09	Prepared to behave in a professional and ethical manner; notices and formulates ethical dilemmas related to their own and someone else's work; looks for proper solutions and opportunities of correction of irregularities of their attitude and behaviour at the workplace.	S2A_K04

\*) Specialties:

- 1) Enterprise Processes Management
- 2) Financial Engineering
- 3) Information Technologies in Management
- 4) Entrepreneurship, Innovations and Projects
- 5) Managerial Behaviours and Decisions
- 6) Business Information Systems

# EFFECTS OF EDUCATION FOR THE SPECIALISATION

## Managerial Behaviours and Decisions (ZDM)

DEPARTMENT OF COMPUTER SCIENCE AND MANAGEMENT

Study major: MANAGEMENT

Degree of the studies: 2ND DEGREE STUDIES

Specialization: MANAGERIAL BEHAVIOURS AND DECISIONS

No.	Effects of education at 2nd degree of the studies for specialty: ZDM	EFFECTS OF EDUCATION FOR THE SPECIALISATION 2nd degree studies After graduation from 2nd degree studies, major: <i>Management</i> Specialty: <i>Managerial Behaviours and Decisions</i> the graduate can be characterised with the following knowledge and abilities:	Reference to the description of the effects of education in the field of social sciences
<b>KNOWLEDGE</b>			
1.	S2_ZDM_W01	Knowledge allowing the graduate to identify and understand main problems and economic processes (including legal and financial) as well as legal determinants of functioning of the economy and an enterprise on national and international scale. Knows mechanisms of market capital and cash market.	S2A_W01 S2A_W02 S2A_W03 S2A_W10
2.	S2_ZDM_W02	Distinguishes and characterises basic types, kinds and forms of corporate finance, identifies their objectives, functional areas and relations between them. Knowledge with regard to their formation, functioning, transformation and development, including legal establishment procedures. Fundamental knowledge concerning organisational structures, structure-making factors and their shaping processes.	S1A_W02 S1A_W08 S1A_W09
3.	S2_ZDM_W03	Identifies interactions of an enterprise 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 enterprise.	S1A_W03 S1A_W07
4.	S2_ZDM_W04	Explains the essence of management, interprets the functions of management. Knowledge concerning system perspective of an organisation and management; knows mechanisms of organisational behaviour and attitudes in internal and external system of an organisation.	S2A_W05 S2A_W06
5.	S2_ZDM_W05	Basic knowledge regarding organisational structures, structure-making factors and their shaping processes with regard to various types of enterprises and clusters; knows the principles of functioning and development of capital groups in managerial and accounting-financial perspective with international background.	S2A_W02 S2A_W03 S2A_W07 S2A_W08 S2A_W09

6.	S2_ZDM_W06	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
7.	S2_ZDM_W07	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_W07 S1A_W06 T1A_W09
8.	S2_ZDM_W08	Knows the source of acquisition of capital and its location. Knows methods of evaluation of effectiveness of investment projects as well as structure and components of economic and financial calculation. Knows and describes basic financial statements, indicators of economic and financial analysis of an enterprise.	S1A_W06 S2A_W11
9.	S2_ZDM_W09	Knows methods and tools of examination and evaluation of the state and dynamics of processes in economies and enterprises. Understands the need for risk management in corporations.	S1A_W02 S1A_W03 S2A_W06
10.	S2_ZDM_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.	S2_ZDM_W11	Knows mechanisms affecting decision-making process, including forms of risk in psychological, praxeological, economic perspective.	S2A_W03 S2A_W04 S2A_W06 S2A_W08
12.	S2_ZDM_W12	Explains the essence, objectives and principles of project management. Knows methodology and instruments of project management. 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_W08 S1A_W06
14.	S2_ZDM_W13	Knows objectives, elements and determinants of staff management process. Indicates and classifies instruments of selection, motivating, development, evaluation, rewarding employees; knows the principles of their effective use. Knows basic rules of building and functioning of teams and factors affecting their efficiency. Knows roles of the leader and team members. Knows basic measures and systems of communication in organisations and characteristics of an efficient communication process.	S2A_W03 S2A_W04 S2A_W05 S2A_W07 S2A_W08 S2A_W09 S1A_W06



No.	Effects of education at 2nd degree of the studies for specialty: ZDM	<p style="text-align: center;"><b>EFFECTS OF EDUCATION FOR THE SPECIALISATION</b>  <b>2nd degree studies</b>  <b>After graduation from 2nd degree studies, major: <i>Management</i></b>  <b>Specialty: <i>Managerial Behaviours and Decisions</i></b>  <b>the graduate can be characterised with the following knowledge and abilities:</b></p>	Reference to the description of the effects of education in the field of social sciences
<b>SKILLS</b>			
1.	S2_ZDM_U01	Able to indicate causes of social and legal phenomena conditioning decision-making processes in an enterprise at various management levels. Indicates cause-and-effect relationships of business decisions.	S2A_U02
2.	S2_ZDM_U02	Able to formulate own opinions on economic phenomena affecting the scope of managerial decisions based on rational arguments and use experts' advice and consulting.	S2A_U03
3.	S2_ZDM_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 enterprise and in its functional areas from managerial position, according to priorities and limitations. Able to interpret, explain and assess associations between basic economic and financial quantities in an enterprise.	S2A_U01 S2A_U02 S2A_U03 S2A_U06 S1A_U08
4.	S2_ZDM_U04	Able to predict risk factors accompanying of business operations and minimise or counteract it using risk management in an enterprise.	S1A_U02 S2A_U03 S2A_U04 S2A_U06 S2A_U08
5.	S2_ZDM_U05	Able to select and use sources of information to analyse a formulated decision-making problem and formulate recommendations with regard to decisions made by economic entities.	S2A_U06 S2A_U07
6.	S2_ZDM_U06	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
7.	S2_ZDM_U07	Able to formulate business models, plans of strategic and operational activities and associate them with the value creation process resulting from causal links between the objectives in proportion to the functional area and the level management at the level of process, management, owner or project. Able to carry out evaluation of selection of possible models of options of business strategies.	S2A_U06 S2A_U07 S2A_U08
8.	S2_ZDM_U08	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

9.	S2_ZDM_U09	Uses norms and standards in processes of planning, organising, motivating and control for the needs of managerial decisions.	S2A_U05
10.	S2_ZDM_U10	Correctly identifies and resolves dilemmas associated with the role of the manager in proportion to the specific nature of made decisions.	S2A_U05 S2A_U07
11.	S2_ZDM_U11	Recognises typical internal limitations in thinking and action of people at work. Able to use diverse thinking strategies, decision-making rules. Able to select employees for the team, evaluate and motivate them using innovative instruments of personnel management.	S2A_U05 S2A_U07