

ASSUMED LEARNING OUTCOMES

FACULTY: Faculty of Computer Science and Management

MAIN FIELD OF STUDY: Management

EDUCATION LEVEL: second-level studies

PROFILE: general academic

Location of the main-field-of study:

Branch of science: social science

Discipline / disciplines (for several disciplines, please indicate the major discipline)

D1: management and quality studies (major discipline)

Explanation of the markings:

P7U – universal first degree characteristics corresponding to education at the second-level studies - 7 PRK level

P7S – second degree characteristics corresponding to education at the second-level studies - 7 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..., S (*faculty symbol*) _W..., ... - specialization learning outcomes related to the category "knowledge"

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

S (*faculty symbol*) _K..., 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

Main field of study learning outcomes	Description of learning outcomes for the main-field-of study Human Resource Management After completion of studies, the graduate:	Reference to PRK characteristics	
		Universal first degree characteristics (U)	Second degree characteristics typical for qualifications obtained in higher education (S) Characteristics for 7 level of PRK, enabling acquiring engineering competences
KNOWLEDGE (W)			
K2_ZARZ_W01	Extended knowledge of economic sciences and their place in the system of sciences and relationships with other social sciences.	P7U_W	P7S_WG P7S_WK
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.	P7U_W	P7S_WG P7S_WK
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.	P7U_W	P7S_WG P7S_WK
K2_ZARZ_W04	Deepened knowledge concerning the theory of organisation and management. Identifies different phases of organisational development. Extended knowledge of contemporary concepts of organization.	P7U_W	P7S_WG P7S_WK
K2_ZARZ_W05	Understands strategic importance of knowledge	P7U_W	P7S_WG

	management in an organisation. Identifies determinants, processes and instruments of knowledge management in an organisation.		P7S_WK
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.	P7U_W	P7S_WG P7S_WK
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.	P7U_W	P7S_WG P7S_WK
K2_ZARZ_W08	Extended knowledge with regard to methods and techniques used in management.	P7U_W	P7S_WG P7S_WK
K2_ZARZ_W09	Deepened and extended substantive knowledge regarding management in functional areas of an organization related to the studied specialisation*).	P7U_W	P7S_WG P7S_WK
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*).	P7U_W	P7S_WG P7S_WK
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.	P7U_W	P7S_WG P7S_WK
K2_ZARZ_W12	Extended knowledge of entrepreneurship. Indicates its determinants. Identifies factors encouraging individual and team effectiveness of enterprising behaviour.	P7U_W	P7S_WG P7S_WK
K2_ZARZ_W13	Knows the principles of construction of econometric and simulation models. Specialised knowledge concerning quantitative modeling and forecasting of	P7U_W	P7S_WG P7S_WK

	states and processes in an organisation.			
K2_ZARZ_W14	Understands objectives, mechanisms of functioning and characteristics of integrated IT management systems.	P7U_W	P7S_WG P7S_WK	
K2_ZARZ_W15	Knows basic rules of physics, explains the impact of material work environment on the encumbrance of an employee.	P7U_W	P7S_WG P7S_WK	
K2_ZARZ_W16	Achieves additional results in the KNOWLEDGE category for one of the following specialisations: a) Entrepreneurship, Innovations and Projects PIP b) Information Technologies in Management TIZ c) Managerial Behaviours and Decisions ZDM d) Financial Management ZF e) Enterprise Processes Management ZPP f) Human Resource Management HRM			
SKILLS (U)				
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.	P7U_U	P7S_UW	
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.	P7U_U	P7S_UW	
K2_ZARZ_U03	Able to select sources of information and use them in solving complex management and substantive problems in an organisation.	P7U_U	P7S_UW	
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	P7U_U	P7S_UW	

	of methods and techniques.			
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*).	P7U_U	P7S_UW	
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.	P7U_U	P7S_UW	
K2_ZARZ_U07	Ability to design complex changes in an organisation.	P7U_U	P7S_UW	
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.	P7U_U	P7S_UW	
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.	P7U_U	P7S_UW	
K2_ZARZ_U10	Able to use operational testing methods as a tool supporting advanced decision-making analyses.	P7U_U	P7S_UW	
K2_ZARZ_U11	Able to build and use econometric and simulation models in solving complex management problems.	P7U_U	P7S_UW	
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.	P7U_U	P7S_UW	
K2_ZARZ_U13	Able to prepare elements of IT introduction strategy for an organisation; assesses, selects prepares integrated IT management systems for implementation.	P7U_U	P7S_UW	

	Able to use advanced IT systems supporting management in an organisation and in its functional areas related to the studied specialisation *).		
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.	P7U_U	P7S_UW
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).	P7U_U	P7S_UW P7S_UK P7S_UO P7S_UU
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.	P7U_U	P7S_UW P7S_UK P7S_UO P7S_UU
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).	P7U_U	P7S_UW P7S_UK P7S_UO P7S_UU
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).	P7U_U	P7S_UK
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.	P7U_U	P7S_UK
K2_ZARZ_U20	Basic skills in a foreign language (2): understands	P7U_U	P7S_UK

	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.			
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).	P7U_U	P7S_UK	
K2_ZARZ_U22	Achieves additional results in the SKILLS category for one of the following specialisations: a) Entrepreneurship, Innovations and Projects PIP b) Information Technologies in Management TIZ c) Managerial Behaviours and Decisions ZDM d) Financial Management ZF e) Enterprise Processes Management ZPP f) Human Resource Management HRM			
SOCIAL COMPETENCES (K)				
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.	P7U_K	P7S_KK P7S_KR	
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.	P7U_K	P7S_KO P7S_KR	
K2_ZARZ_K03	Able to properly define priorities in own work and in cooperation with others in connection with performing various organisational roles.	P7U_K	P7S_KK P7S_KR	
K2_ZARZ_K04	Shows readiness to identify, critically analyse and resolve problems arising at the workplace. Able to anticipate the effects of made decisions.	P7U_K	P7S_KK P7S_KO P7S_KR	

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.	P7U_K	P7S_KO P7S_KR	
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.	P7U_K	P7S_KK P7S_KO	
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.	P7U_K	P7S_KK P7S_KO	
K2_ZARZ_K08	Presents courage in conveying and defending their views. Prepared to persuade and negotiate in order to achieve common goals.	P7U_K	P7S_KK P7S_KR	
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.	P7U_K	P7S_KR	

Specialization Human Resource Management

Specialization learning outcomes	Description of learning outcomes for the specialization Human Resource Management After completion of studies, the graduate:	Reference to PRK characteristics	
		Universal first degree characteristics (U)	Second degree characteristics typical for qualifications obtained in higher education (S)
			Characteristics for qualifications on 7 level of PRK, enabling acquiring engineering competences
KNOWLEDGE (W)			
K2_HRM_W01	Has in-depth knowledge of modern methods and techniques of human resource management. Identifies and classifies modern tools of employee selection, motivation, and integration with the organization, development, evaluation, remuneration and improvement of the employee's work efficiency, and knows the principles of their effective application.	P7U_W	P7S_WG P7S_WK
K2_HRM_W02	Has in-depth knowledge of the goals, elements and conditions of the human resource management process as well as the correct characterization of their mutual relations, also in the strategic dimension.	P7U_W	P7S_WG P7S_WK
K2_HRM_W03	Has advanced knowledge in the field of psychology and sociology, knows the concepts of human functioning in the organization, motivation and the essence of communication in the organization.	P7U_W	P7S_WG P7S_WK
K2_HRM_W04	Has advanced knowledge of decision-making mechanisms and leadership in the organization.	P7U_W	P7S_WG P7S_WK
K2_HRM_W05	Has in-depth knowledge of the specialized use of advanced statistical methods necessary for the correct verification of measurement indicators used in the field of human resource management.	P7U_W	P7S_WG P7S_WK

K2_HRM_W06	Has in-depth knowledge of the use of modern information systems necessary for the collection, analysis and presentation of complex data describing processes and indicators in the field of human resource management. Has knowledge of managing the development and applying expert systems useful in human resource management.	P7U_W	P7S_WG P7S_WK	
SKILLS (U)				
K2_HRM_U01	Has the ability to effectively use advanced methods and techniques to make decisions in the field of human resource management.	P7U_U	P7S_UW	
K2_HRM_U02	Has the ability to identify, interpret and evaluate the behavior of members of the organization and to use modern methods and techniques to influence these behaviors.	P7U_U	P7S_UW	
K2_HRM_U03	Has an extended ability to organize and manage his own and others' work, taking into account the changing individual, team and organizational needs, and to creatively analyze complex management problems together with formulating variants of their solutions.	P7U_U	P7S_UW	
K2_HRM_U04	Has an extended ability to identify, analyze and resolve complex issues related to decision making and leadership in an organization, and to lead and be accountable for the group.	P7U_U	P7S_UW	
K2_HRM_U05	Has the ability to make a critical analysis in the selection of data and statistical methods for the analysis of measurement indicators used in human resource management.	P7U_U	P7S_UW	
K2_HRM_U06	Has the ability to analyze and visualize complex data using modern information systems and is able to draw correct conclusions based on the available data. Has the ability to manage the development of tech tools supporting the analysis of measurement indicators used in solving complex problems in human resource management.	P7U_U	P7S_UW	

*delete as applicable