

Disciplines abstracts

Title of discipline (Module)	Title of the course Institutional Economics
Course objectives	<p>The course is designed to introduce the fields of new institutional economics and comparative political economy, with a focus both on the basic theory and on contemporary empirical research. We will look on how institutions shape the incentives of economic agents, and how this influence economic outcomes in various contexts. Students will also study the emergence of institutions, and compare institutionalist theories of economic development with theories that place other factors at the center of their analysis.</p> <p>The objective of the course is to give students a solid foundation in the basic concepts of new institutional economics, as well as a first impression and understanding of the topics studied and the methodologies used at the frontier of institutional research today. Throughout the course, students will learn how to read research papers, how to judge the quality of a research paper (evaluate the data and methodology used), and how to read and interpret regression outputs and empirical results.</p>
Competencies	<ul style="list-style-type: none"> – Ability to analyze socially significant institutional-problems and processes occurring in society, and predict their possible development in the future; – Ability to collect and analyze the source data needed to calculate institutional, economic and socio-economic indicators, characterizing the activities of business entities; – Ability to teach institutional economics in educational institutions at various levels, using existing programs and teaching materials.
Course Plan (Course Summary)	<p>I. Theory of institutional economics</p> <ol style="list-style-type: none"> 1. Introduction to Institutional Analysis 2. Basics of rational economic behavior 3. General theory of institutions 4. Theory of transaction costs 5. Theory of property rights 6. Theory of contracts. Theory of organizations. <p>II. Applied Institutional Economics</p> <ol style="list-style-type: none"> 7. Institutional Theory of Household 8 Firm: An Institutional Approach 9. Institutional theory of the state 10. Institutions and Economic Development (growth) 11. Economic systems 12. Factors of Institutional Dynamics <p>III. Political Institutions and Governance</p> <ol style="list-style-type: none"> 13: Democracy, Elections and Political Machines 14: The Politics of Information Control 15: Corruption 16: The Politics of Information Control
Types of study activities (according to the curriculum)	<p>Lectures</p> <p>Practical and seminars classes</p> <p>Self (home) work</p>
Interim accreditation form	Exam (credit)

Title of discipline (Module)	Title of the course Foresight and Strategic Planning
Course objectives	<p>This course aims to provide an overview of Foresight and Strategic Planning. The course introduces several key approaches used both in Foresight and Strategic Planning in a complementary stance, including methods for scanning environments, identifying trends and drivers of change with weak signals and wild cards, developing future scenarios and visions and making long, medium- and short-term strategic plans for identifying priorities and actions. During the course, innovative ways of decision-making and STI policy formulation; STI strategy- and priority-setting; and cooperation and networking with stakeholders will be introduced. Through seminars, students will also be provided with practical experience in designing Foresight and Strategic Planning processes for public and private organizations.</p> <p>The main objective of the study module is to help students to develop their competences in evaluating and foreseeing changes in the business environment, to foster students' creative capacities in strategic thinking and to learn to adapt information and innovate. The study module consists of six different courses where different learning methods are used, such as classroom lessons, case studies, online lessons, assignments, discussions and project work.</p>
Competencies	<ul style="list-style-type: none"> – Ability to help students, as future members of the workforce, to develop their competence to evaluate and foresee changes in the business environment, to foster their creative capacities in strategic thinking and learn to adapt and innovate. – Ability to build necessary theory, argumentation and practice of using Foresight and Strategic planning at the national, regional and corporate levels – Ability to use quantitative and qualitative approaches, processes and methods in a practical case study. <p>The competences developed are related to self-esteem and motivation, communication skills, creative abilities, foresight knowledge and skills, business model development, research and design thinking. For more specific information on competences see the individual course descriptions.</p>
Course Plan (Course Summary)	<p>I. Fundamentals of Foresight and Strategic Planning.</p> <ol style="list-style-type: none"> 1. Introduction to the course. Basic guidelines and requirements of the course. 2. Background, rationales and key concepts for Foresight and Strategic Planning. 3. Objectives and Processes of Foresight and Strategic Planning. <p>II. Foresight and Strategic Planning methods.</p> <ol style="list-style-type: none"> 4. Quantitative and Qualitative methods for Foresight and Strategic Planning. 5. Gathering Intelligence for emerging trends, technologies and markets. 6. Planning alternative futures and scenarios. <p>III. Foresight and Planning Strategic policies and development.</p> <ol style="list-style-type: none"> 7. Priority setting and strategy development. 8. Generating outputs and outcomes from Foresight and Strategic Planning. 9. Linking Foresight and Strategic Planning to Policies and Actions.
Types of study activities (according to the curriculum)	<p>Lectures Practical and seminars classes Self (home) work</p>
Interim accreditation form	Exam (credit)

Title of discipline (Module)	Title of the course Business models and development
Course objectives	Can you think about having the chance to push your imagination in real business world while pursuing your management studies? Business Plan Development students have chance to do just that through the Business Plan Contest-end of term competition that challenges student teams to submit complete business plan (from concept to financial forecasts) for evaluation. Course provides participants wide range of business/management skills, but especially know-how to launch a new venture company or start one inside an established organization.
Competencies	<ul style="list-style-type: none"> – explain and argue for own results in a clear and correct language, both verbally and in writing, to different audiences and with different limitations in time for preparation and presentation, – demonstrate the ability to work in heterogeneous groups and to capture the diversity of expertise available in those groups.
Course Plan (Course Summary)	<p>I. Entrepreneurial business opportunities.</p> <ol style="list-style-type: none"> 1. Course overview and introduction to entrepreneurial management. 2. Launching a new business venture. 3. Strategy. Formulation process. Winning on a competitive market. <p>II. Recognizing opportunity and building business models.</p> <ol style="list-style-type: none"> 4. Evaluating new venture opportunities. 5. Opportunity analysis & building business models. 6. Cost-cutting. Where to start and how to continue. How to make a huge company move. 7. Opportunity analysis / building & Refining business models Case study. 8. Project: Evaluate “Netflix” opportunity / business mode. 9. Opportunity analysis/building business model / Financial projections Case study. 10. Project: Refining the business model (“Financial analysis”). <p>III. Final project: new business plan presentation</p> <ol style="list-style-type: none"> 11. New Business Plan Groups work on finalizing their new business plans. 12. New business plan presentation / contest (video-taped) & feedback Group Project: Teams present final version of new business plan for review.
Types of study activities (according to the curriculum)	Lectures Practical and seminars classes Self (home) work
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Title of discipline (Module)	Title of the course Human Resource Management
Course objectives	<p>This course examines the evolving human resources function within today's organizations. Students will examine the changing roles and responsibilities of human resources managers, the acceptance and integration of the human resources function as a full business partner, and the higher expectations placed on human resources leadership to make a significant contribution to the successful management of the organization. Students will explore the role managers and supervisors play in the successful management of the organization's human resources. Topics to be examined include: the functions of Human Resource Management, relationships within the organization, policies and procedures, workplace diversity, and the role of human resources in a global economy.</p> <p>This course is designed to help you to become a more effective manager (and employee) by building skills and raising awareness of critical human resource related issues. All material will be presented in the context of the current workforce - for example, we will discuss: How does human resource strategy tie into overall organizational strategy? What legal issues must be considered when practicing human resource management/management? How is a changing workforce affecting the way employees are selected, trained, and promoted? What factors impact the design and implementation of compensation and benefit programs? How can employees become motivated?</p>
Competencies	<ul style="list-style-type: none"> – Ability to Identify each of the major HRM functions and processes of strategic HRM planning, job analysis and design, recruitment, selection, training and development, compensation and benefits, and performance appraisal; – Ability to define strategic HR planning and the HRM process to the organization's strategic management and decision-making process; – Ability to recall the wide range of sources for attracting and recruiting talent and appropriate practices for job placement; – Ability to recognize emerging trends, opportunities and challenges in performance appraisal 5. List training and development processes as well as future trends for HRM globalization.
Course Plan (Course Summary)	<p>I. Introduction to Human Resource Management</p> <ol style="list-style-type: none"> 1. Human Resource Management: Definition, Objectives & Responsibilities. 2. History of HRM: Craft System & Human Relations Movement. 3. What Is Human Capital? Importance to An Organization. <p>II. Determinant impacting Human Resource Management</p> <ol style="list-style-type: none"> 4. Staffing, Compensation & Benefits, Performance Management. 5. The Internal Structure of an HR Department. 6. External Factors Impacting HRM. 7. Aligning HRM and Organizational Strategy. <p>III. Goals and issues of Human Resource Management and development</p> <ol style="list-style-type: none"> 8. Human Resource Management vs. Personnel Management. 9. Generational Values in the Workplace: Differences and Dominant Values. 10. Major Job Attitudes: Satisfaction, Commitment, Engagement & More. 11. Ethical Issues in HR: Definition & Importance. 12. Global Human Resource Management & Future Issues.
Types of study activities (according to the curriculum)	<p>Lectures Practical and seminars classes Self (home) work</p>
Interim accreditation form	Credit pass

Title of discipline (Module)	Title of the course Methodology of scientific research
COURSE OBJECTIVES	The of goal this course is the development of professional competences in the sphere of research activity, acquisition of theoretical knowledge and practical skills of academic writing and public presentations of scientific researches results. Course objectives are: to acquaint to modern methods of the Cultural Studies; to develop students' skills of critical thinking and argumentative discourse; to analyze modern practices of scientific researches; to teach students of using of the theoretical knowledge at the organization and carrying out researches on subject of the dissertation; to get skills of academic writing and presentation of researches results.
Competencies	<ul style="list-style-type: none"> – Ability to the critical analysis and an assessment of modern scientific achievements, generation of new ideas at the solution of research and practical tasks, including in interdisciplinary areas; – Ability to project and carry-out complex researches, including interdisciplinary, on the basis of complete system scientific outlook with use of knowledge in relative fields; – Readiness to participate in work of local and international research collectives; – Readiness to use modern methods and technologies of scientific communication; – Ability to follow ethical standards in professional activity; – Ability to plan and solve problems of own professional and personal development; – Possession of culture of scientific research; – Ability to development of new methods of research and their application in independent research activity in the sphere of culture; – Ability to independent carrying out research work and receiving the scientific results adequate to contents of theses on competition of academic degree.
Course Plan (Course Summary)	<p>I. Approaches and methods of scientific research</p> <ol style="list-style-type: none"> 1. Methodology of Science as knowledge area. Modern approaches and methods of scientific research. 2. The Logic of Scientific Discovery. 3. Interdisciplinarity as paradigm of modern socio-economic Studies. <p>II. Social and economic research</p> <ol style="list-style-type: none"> 4. The Logic of Social and economic Research. 5. Organization and planning of scientific research. 6. Review of Epistemological Foundations, Methodological Approaches and Methods of economic Sciences. 7. Information and data collection and analysis of scientific works. <p>III. Logic and formation of modern scientific research methods</p> <ol style="list-style-type: none"> 8. Ethics of science. 10. Science “before Positivism”. Conceptual Analysis. 9. “Post-Positivism”: hard laws and methods in social sciences. 11. Interpretivism and economic Analysis Methods. 12. Forms and ways of scientific results presentation. 13. Scientific discussion. Analysis of criticism and form of the answer to remarks 14. “Post-Structuralism” and Discourse Analysis.
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