

Ministry of Education and Science of Ukraine

V. N. Karazin Kharkiv National University

Educational and professional program

MANAGEMENT OF ORGANIZATIONS

First (bachelor) level of higher education

Branch of knowledge 07 Management and administration

Specialty 073 Management

APPROVED by

Academic Council

V. N. Karazin Kharkiv National University

“17” травня 2024,

protocol No. 10

Entered into force from _____ 2024.

by order of 19.05. 2024 No. 0194-1/148

Vice-rector for scientific and pedagogical
work



Oleksandr HOLOVKO

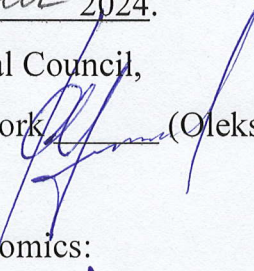


Kharkiv 2024

LETTER OF AGREEMENT
of educational and professional program
“Management of Organizations”

The educational program was reviewed and approved by:

1. Scientific and Methodological Council of V. N. Karazin Kharkiv National University protocol No. 8 of “11” april 2024.

Chairman of the Scientific and Methodological Council,
Vice-Rector for Scientific and Pedagogical Work  (Oleksandr HOLOVKO)

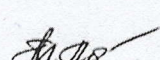
1.1. Academic Council of the Faculty of Economics:

protocol No. 6 from “11” april 2024

Head of the Academic Council of the Faculty  (Vitalii DIACHEK)


1.2. Scientific and methodological commission of the Faculty of Economics:

protocol No 8 from “10” april 2024

Head of scientific and methodical commission
of the faculty  (Tetiana PONOMAROVA)

1.3. Department of Economics and Management:

protocol No 9 from “9” april 2024

Head of the Department of
Economics and Management, Professor  (Hanna DOROSHENKO)

PREAMBLE

Developed working group in composition:

Guarantor of working group of the educational program	Name positions	Degree, scientific rank
Hanna Doroshenko	Head of the Department of Economics and Management	Doctor of Economic Sciences, professor
Members of the working group		
Yana Kononenko	Associate Professor of the Higher Education Institution, Department of Economics and Management	Candidate of Economic Sciences, Associate Professor
Svitlana Babich	Associate Professor of the Institution of Higher Education, Department of Economics and Management	Candidate of Economic Sciences, Associate Professor
Hanna Sukrusheva	Associate Professor of the Higher Education Institution, Department of Economics and Management	Candidate of Economic Sciences, Associate Professor

Representatives of higher education applicants and representatives of employers have been involved into the project conception of the educational program within the framework of the held round table.

*** <http://economanagement.kh.ua/news/index.php>

The following requirements were taken into account when developing the project of the program:

1) Standard of higher education, specialty 073 Management for the first (bachelor) level of higher education, approved by order of the Ministry of Education and Science of Ukraine No. 1165 dated October 29, 2018;

2) Professional standard: _____
name of the standard, owner/provider of the standard

3) Recommendations of the professional association

name, information on placement/publication of recommendations

4) Recommendations of a leading employer in the field

information on placement/publication of recommendations

Reviews-feedback external stakeholders (by available):

1. Pisarevsky I.M - Doctor of Economics, Professor, Professor of the Department of Tourism and Hotel Management of the Kharkov State University of Urban Economy named after O. M. Beketov.
2. Dobrozhenko O.V. - Director of LLC "MIT".
3. Chubko I. – Chairman of the Student Council of the Faculty of Economics of V. N. Karazin Kharkiv National University.

1. Profile educational programs

1 - General information	
Full name of the institution higher education and structural division	V. N. Karazin Kharkiv National University Faculty of Economics
The official name of the program	MANAGEMENT OF ORGANIZATIONS
Degree of higher education	Bachelor
Qualification to be assigned	Bachelor of Management, Management of Organizations
Type of diploma and the scope of the educational program	Bachelor: single 240 ECTS credits, the term of training is 3 years and 10 months
Availability of accreditation	Certificate of accreditation, UD series No. 21015497 Decision of the Accreditation Commission dated 28.05.2015, protocol No. 116 (order of the Ministry of Education and Culture of Ukraine dated June 10, 2015 No. 1415л), (on the basis of the order of the Ministry of Education and Culture of Ukraine dated December 19, 2016 No. 1565) The certificate is valid until July 1, 2025
Prerequisites	Certificate of complete general secondary education; junior bachelor's diploma. Other requirements are determined by the admission rules of V. N. Karazin Kharkiv National University
Language of teaching	English, Ukrainian
The term of validity of the educational program	3 years and 10 months
Internet address of permanent placement of the description of the educational program	http://www.econom.kharkov.ua
2 - Goal of the educational program	
Goal of the program	Training of higher education seekers able to carry out professional activities based on the acquired basic knowledge in the field of management and administration of organizations, the formation of the effective management system at enterprises of various industries and all forms of ownership, as well as skills in making and implementing effective management decisions on the basis of mastering the competence system.

3 – Characteristic of the educational program

<p>Subject area(branch of knowledge, specialty) specialization)</p>	<p>field of knowledge 07 Management and administration; specialty 073 Management; specialization Management of organizations. <i>The objects of study</i> are the management and administration of organizations and their units. <i>Learning goals:</i></p> <ul style="list-style-type: none"> - formation of students of higher education complex of knowledge, abilities and skills in the field of management of organizations and their divisions; - provision of practical skills to solve current problems and tasks of socio-economic activity based on theory, modern technologies and innovative management methods; - training of specialists capable to solve practical problems and complex specialized tasks in the field of management at the global and local levels; - formation of a set of competences among applicants in the field, which contribute to the effective development and management of organizations; - formation of the ability of students of higher education to solve actual problems in order to increase the competitiveness of enterprises and organizations on domestic and foreign markets; - training of competent specialists-leaders capable to improve the mechanisms and processes of managing the activities of modern organizations by forming the skills of conducting cause-and-effect analysis and evaluating the effectiveness of organizational behavior. <p><i>Theoretical content of the subject area:</i></p> <ul style="list-style-type: none"> - paradigms, laws, regularities, principles, historical prerequisites of management development; - concepts of systemic, situational, adaptive, anticipatory, anti-crisis, innovative, project management, etc.; - functions, methods, technologies and managerial decisions in management. <p>The combination of theoretical training of students with practice will make it possible to translate the knowledge of concepts and categories from the field of management into the practical management of modern enterprises, institutions and organizations and provide professional experience in using modern information systems and technologies and means of communication, which are necessary for the implementation of the management process and solving non-standard management problems, to be able to manage resources effectively, plan and forecast the work of the organization, master the means of increasing management efficiency.</p> <p><i>Methods, techniques, technologies and tools:</i></p> <ul style="list-style-type: none"> - general scientific and specific research methods (calculation and analytical, economic and statistical, economic and mathematical, expert evaluation, factual, sociological, documentary, balance sheet, etc.); - methods of implementing management functions (marketing research methods; economic diagnosis methods; forecasting and planning methods); - methods of designing organizational management structures; - methods of motivation; control methods; assessment methods (of social, organizational and economic efficiency in management, etc.); - management methods (administrative, economic, socio-psychological, technological); - technologies for justifying management decisions (economic analysis,
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	<p>simulation modeling, decision tree, etc.).</p> <p><i>Tools and equipment:</i> the ability to conduct analysis using computer technology and specialized software to improve the effectiveness of organizations.</p> <p>Forms of use of tools and equipment: multimedia presentations to increase visibility of the material under consideration; video files for a broader introduction to individual course topics; Moodle for distance learning of the course; work with office and specialized software during the search and processing of statistical information during the preparation of independent calculation and analytical works; when preparing term papers.</p>
Orientation of the educational program	The educational and professional program is aimed at acquiring knowledge and skills in the performance of basic management functions in all areas of the organization's activities, as well as team building skills and the realization of leadership qualities, the ability to competently and creatively solve non-standard management situations.
The main focus of the educational program and specialization	<p>Formation of professional competence in the process of training regarding the ability to solve complex specialized tasks and practical problems in the organization using modern technologies and innovative management methods, conducting situational analysis and evaluating the effectiveness of organizational behavior.</p> <p>The specificity consists in the performance of professional and socio -industrial tasks, making complex economic calculations, managing specialists of a lower job level, and making decisions.</p> <p>Keywords: MANAGEMENT, ADMINISTRATION, MANAGEMENT ACTIVITY, ORGANIZATION, STRATEGY, COMMUNICATIONS, STRATEGIC PLANNING.</p>
Features of the program	The program is aimed at training students of higher education capable of ensuring the effective functioning of organizations in modern conditions, their competitiveness on national and international markets. The program provides thorough practical training in the specialty. Conducting self-financing scientific research works on contractual terms with potential stakeholders.
4 – Graduates' suitability for employment and further education	
Employability	A bachelor of management can hold primary positions in accordance with the Classifier of Professions DK 003:2010 and perform work by profession: management of primary divisions or functional, as well as independent organizations, which mostly do not have a management apparatus, and implementation of general administrative functions of management.
Further education	They have the right to continue their studies at the second (master's) level of higher education. Acquisition of additional qualifications in the postgraduate education system.

5 - Teaching and assessment	
Teaching and learning	<p>Conducting lectures, practical classes using specialized software, seminar classes, solving situational tasks, using the case method, business games, trainings that develop leadership skills and the ability to work in a team and make management decisions.</p> <p>Participation of higher education graduates in scientific work, which involves conducting research on current management problems, publishing their results, organizing round tables, competitions and Olympiads, approving the results at scientific conferences and seminars.</p> <p>The acquired knowledge is consolidated with the help of trainings, simulation and production practice, individual tasks, including control, essays, presentations.</p> <p>Modern distance learning technologies are used. Independent work with the possibility of consultations with the teacher, e-learning by educational components, individual classes, group project work is also provided.</p>
Assessment	<p>The educational program provides for current assessment (written essays, presentations, testing, solutions to cases and situational exercises, calculation works) and final assessment (conducting assessments and exams, defense of practice reports, defense of term papers). Such forms of assessment determine the level of achievement of the expected learning program results.</p>
6 - Software competence	
Integral competence (IK)	<p>The ability to solve complex specialized tasks and practical problems characterized by the complexity and uncertainty of conditions in the field of management or in the learning process, which involves the application of certain theories and methods of social and behavioral sciences.</p>
General competence (ZK)	<p>- competencies defined by the standard of higher education:</p> <p>ZK 1. The ability to realize one's rights and responsibilities as a member of society, to realize the values of public (democratic) society and the need for its sustainable development, the rule of law, the rights and freedoms of a person and a citizen of Ukraine.</p> <p>ZK 2. The ability to preserve and multiply moral, cultural, scientific values and multiply the achievements of society based on an understanding of the history and patterns of development of the subject area, its place in the general system knowledge about nature and society and in the development of society, techniques and technologies, to use different types and forms of physical activity for active recreation and leading a healthy lifestyle.</p>

	<p>ZK 3. Ability to abstract thinking, analysis, synthesis.</p> <p>ZK 4. Ability to apply knowledge in practical situations.</p> <p>ZK 5. Knowledge and understanding of the subject area and understanding of professional activity.</p> <p>ZK 6. Ability to communicate in the national language both orally and in writing.</p> <p>ZK 7. Ability to communicate in a foreign language.</p> <p>ZK 8. Skills in using information and communication technologies.</p> <p>ZK 9. Ability to learn and master modern knowledge.</p> <p>ZK 10. Ability to conduct research at an appropriate level.</p> <p>ZK 11. Ability to adapt and act in a new situation.</p> <p>ZK 12. Ability to generate new ideas (creativity).</p> <p>ZK 13. Appreciation and respect for diversity and multiculturalism.</p> <p>ZK 14. Ability to work in an international context.</p>
<p>Professionals Competencies (FK)</p>	<p>- competencies defined by the standard of higher education:</p> <p>FK 1. Ability to identify and describe organizational characteristics.</p> <p>FK 2. The ability to analyze the results of the organization's activities, to compare them with the factors of influence of the external and internal environment.</p> <p>FK 3. The ability to determine the prospects of the organization's development.</p> <p>FK 4. The ability to determine the functional areas of the organization and the connections between them.</p> <p>FK 5. The ability to manage the organization and its divisions through the implementation of management functions.</p> <p>FK 6. The ability to act socially and consciously.</p> <p>FK 7. Ability to choose and use modern management tools.</p> <p>FK 8. Ability to plan the activities of the organization and manage time.</p> <p>FK 9. Ability to work in a team and establish interpersonal interaction when solving professional tasks.</p> <p>FK 10. The ability to evaluate the work performed, ensure their quality and motivate the organization's personnel.</p> <p>FK 11. Ability to create and organize effective communications in the management process.</p> <p>FK 12. The ability to analyze and structure the problems of the organization, to form reasonable solutions.</p> <p>FK 13. Understand the principles and norms of law and use them in professional activities.</p> <p>FK 14. Understand the principles of psychology and use them in professional activities.</p> <p>FK 15. Ability to develop and demonstrate leadership qualities and behavioral skills.</p> <p>- competencies defined by the university:</p> <p>FK 16. The ability to organize and ensure the functioning of the organization's accounting and cost estimation system.</p>
<p>7 - Program learning outcomes</p>	

<p>Program learning outcomes</p>	<p>- Program learning outcomes defined by the standard of higher education:</p> <p>PRN 1. Know one's rights and responsibilities as a member of society, to be aware of the values of civil society, the rule of law, the rights and freedoms of a person and a citizen of Ukraine.</p> <p>PRN 2. Preserve moral, cultural, scientific values and multiply the achievements of society, to use various types and forms of physical activity to lead a healthy lifestyle.</p> <p>PRN 3. Demonstrate knowledge of theories, methods and functions of management, modern concepts of leadership.</p> <p>PRN 4. Demonstrate skills in identifying problems and justifying management decisions.</p> <p>PRN 3. Demonstrate knowledge of theories, methods and functions of management, modern concepts of leadership.</p> <p>PRN 4. Demonstrate skills in identifying problems and justifying management decisions.</p> <p>PRN 5. Describe the content of the functional areas of the organization.</p> <p>PRN 6. Demonstrate the skills of searching, collecting and analyzing information, calculating indicators to substantiate management decisions.</p> <p>PRN 7. Demonstrate organizational design skills.</p> <p>PRN 8. Apply management methods for the effective operation of the organization.</p> <p>PRN 9. Demonstrate the skills of interaction, leadership, teamwork.</p> <p>PRN 10. Have the skills to justify effective tools for motivating the organization's personnel.</p> <p>PRN 11. Demonstrate the skills of situation analysis and communication in various areas of the organization.</p> <p>PRN 12. Assess the legal, social and economic consequences of the organization's functioning.</p> <p>PRN 13. Communicate orally and in writing in national and foreign languages.</p> <p>PRN 14. Identify the cause of stress, adapt yourself and team members to a stressful situation, find means to neutralize it.</p> <p>PRN 15. Demonstrate the ability to act socially responsibly and socially conscious on the basis of ethical considerations (motives), respect for diversity and interculturality.</p> <p>PRN 16. Demonstrate the skills of independent work, flexible thinking, openness to new knowledge, be critical and self-critical.</p> <p>PRN 17. Carry out research individually and/or in a group under the guidance of a leader.</p> <p>- Program learning outcomes determined by the institution of higher education:</p> <p>PRN 18. The ability to measure and interpret the main indicators of the organization's activity to ensure effective professional activity.</p>
<p>8 – Resource support for program implementation</p>	
<p>Specific characteristics of personnel support</p>	<p>Scientific and pedagogical members of staff teaching under the “Management of organizations” program are active scientists with a high level of publication activity, have appropriate professional competence and experience in the field of teaching, scientific research, and pedagogical activity.</p> <p>In order to improve their professional level, all scientific and pedagogical members of staff undergo advanced training (internship), including abroad,</p>

	<p>have scientific publications in publications included in the scientometric databases Scopus and Web of Science, participate in international scientific and technical conferences, abroad ones including. The professional nature of the educational program involves the involvement of competent practitioners corresponding to the direction of the program in teaching.</p>
<p>Specific characteristics of material and technical support</p>	<p>Material and technical support for the implementation of the educational program is carried out on the basis of:</p> <ul style="list-style-type: none"> - classrooms equipped with PCs, projectors, wireless microphones, projector screens, wall speakers, sound amplifiers and wired cameras; - computer classes equipped with PCs, laptops with available Internet access channels; - there is access to Wi-Fi and the Internet in all premises where the educational process is carried out.
<p>Specific characteristics of information, educational and methodical support</p>	<p>Students of higher education studying under this educational program and scientific and pedagogical staff can use the library and information resource, the scientific library of the university, get access to all printed publications in different languages, including monographs, textbooks, dictionaries, etc., review literature using traditional library search facilities or use access to the Internet and other databases.</p> <p>Information characteristics:</p> <ul style="list-style-type: none"> - the official website of Kharkiv National University named after V.N. Karazin: https://karazin.ua/, website of the Faculty of Economics: https://econom.univer.kharkov.ua/, website of the Department of Economics and Management: http://economanagement.kh.ua/news/index.php; - wireless Internet access points; - unlimited access to the Internet; - schedules of the educational process; - practice program; - access to the Moodle electronic learning environment system: https://moodle.karazin.ua/, which provides access to materials in Ukrainian and English from the disciplines of the educational program, presentations, test tasks, video materials and other components of e-learning. <p>The Central Scientific Library http://www-library.univer.kharkov.ua/ukr/ provides access to the electronic catalog with electronic ordering (over 1,200,000 copies); full-text databases of journals of foreign and domestic publishers: SCOPUS, Web of Science, EBSCO, Royal Society of Chemistry, OxfordUniversityPress, Cambridge University Press, SpringerNature (journals*) CUL Online, Springer Link; international databases using the Elsevier electronic resource center.</p> <p>The library supports open access to knowledge through the repository (electronic archive) of the university, which is constantly replenished with publications by professors, teachers, scientists, graduate students and students.</p> <p>Training: training sessions according to the educational program are planned in the electronic schedule posted on the official website of Kharkiv National University named after V. N. Karazin.</p> <p>During mixed and remote forms, Google Meet, Zoom and other platforms are used.</p>

9–Academic mobility	
National credit mobility	Individual academic mobility is implemented within the framework of inter-university agreements on the establishment of scientific and educational relations to meet the needs of the development of education and science.
International credit mobility	On the basis of bilateral agreements between Kharkiv National University named after V.N. Karazin and educational institutions of partner countries. During their studies, students can undergo internships and participate in international projects under academic exchange programs (Erasmus Mundus, Campus France and Alliance France, Chevening, World Wide Studies, Visegrad Scholarship Program).
Teaching foreign qu irers higher education	The training of foreign students of higher education is carried out in accordance with the “Law “On Higher Education”.

2. List of components and their logical sequence

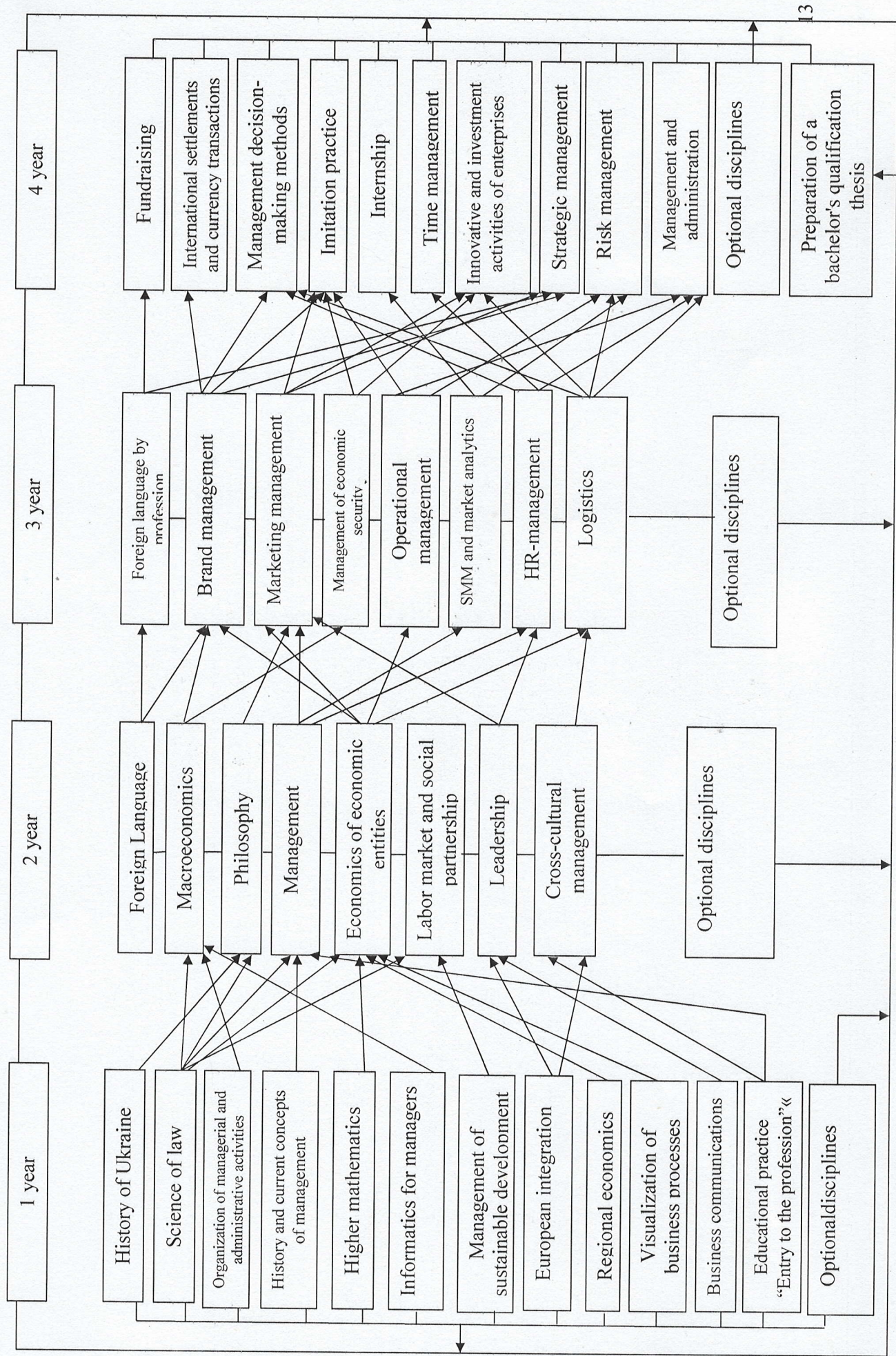
2.1 List of educational program components (bachelor's degree)

Code of e/d	Components of the educational program (study subjects, course projects (works), practices, qualification work)	Number of credits	Final control form
1	2	3	4
1. Mandatory components of the educational program			
OK 1	History of Ukraine	3	exam
OK 2	Science of law	4	test
OK 3	European integration	4	test
OK 4	Higher mathematics	4	exam
OK 5	Business communications	4	exam
OK 6	Foreign Language by profession	12	test, exam
OK 7	Management of sustainable development	5	test
OK 8	Organization of managerial and administrative activities	5	exam
OK 9	Macroeconomics	3	exam
OK 10	Philosophy	3	exam
OK 11	Cross-cultural management	4	test
OK 12	Labor market and social partnership	5	exam
OK 13	Educational practice “Introduction to the profession”	5	test
OK 14	History and current concepts of management	4	exam
OK 15	Regional economics	5	exam
OK 16	Visualization of business processes	4	test
OK 17	Informatics for managers	4	test
OK 18	Economics of economic entities	5	exam
OK 19	Leadership	4	exam
OK 20	Management	10	exam
OK 21	Brand management	4	exam
OK 22	Marketing management	4	exam
OK 23	SMM and market analytics	4	exam
OK 24	Management of economic security	4	test
OK 25	Operational management	5	exam

OK 26	HR management	5	exam
OK 27	Logistics	5	test
OK 28	Fundraising	4	exam
OK 29	International settlements and currency transactions	4	exam
OK 30	Management decision-making methods	4	exam
OK 31	Imitation practice	4	test
OK 32	Internship	6	test
OK 33	Time management	4	test
OK 34	Innovative and investment activities of enterprises	4	exam
OK 35	Strategic management	4	exam
OK 36	Management and administration	4	exam
OK 37	Risk management	4	test
OK 38	Preparation of a bachelor's qualification thesis	6	defence
The total volume of mandatory components of the educational program		176	
2. Optional components of the educational program			
BK 2.1.1	Interfaculty optional discipline	3	test
BK 2.2	Interfaculty optional discipline	3	test
BK 2.3	Interfaculty optional discipline	3	test
BK 2.4	Interfaculty optional discipline	3	test
BK 2.5	Optional discipline 1*	4	test
BK 2.6	Optional discipline 2*	4	test
BK 2.7	Optional discipline 3*	4	test
BK 2.8	Optional discipline 4*	4	test
BK 2.9	Optional discipline 5*	4	test
BK 2.10	Optional discipline 6*	4	test
BK 2.11	Optional discipline 7*	4	test
BK 2.12	Optional discipline 8*	4	test
BK 2.13	Optional discipline 9*	4	test
BK 2.14	Optional discipline 10*	4	test
BK 2.15	Optional discipline 11*	4	test
BK 2.16	Optional discipline 12*	4	test
BK 2.217	Optional discipline 13*	4	test
The total volume of optional components of the educational program		64	
GENERAL SCOPE OF THE EDUCATIONAL PROGRAM:		240	

* https://drive.google.com/drive/folders/1pcX-V5_I7_RWgo4JazoJ6XOduvkrquGv?usp=sharing

3. Structural and logical scheme of the educational program “Management of organizations”



4. Form of attestation of applicants of higher education

Attestation of graduates of the educational program "Management of Organizations" in the specialty 073 "Management" is carried out openly and publicly, it is carried out in the form of defense of qualification work.

Qualification work involves solving a complex specialized task in the field of organization management, which is characterized by the complexity and uncertainty of conditions and involves the application of management theories and methods.

There can be no academic plagiarism, falsification, or plagiarism in the qualification work.

The qualification work must be posted on the official website or in the repository of the institution of higher education or its division.

The attestation of applicants of the higher education program in the specialty 073 "Management" is carried out in the form of a public defense of the qualification work and ends with the issuance of a document of the prescribed format awarding him with a bachelor's degree with the qualification: Bachelor of Management, Management of organizations.

6. Matrix of provision of program learning outcomes (PRN) to relevant components of the educational program
 “Management of organizations”

	OK 1	OK 2	OK 3	OK 4	OK 5	OK 6	OK 7	OK 8	OK 9	OK 10	OK 11	OK 12	OK 13	OK 14	OK 15	OK 16	OK 17	OK 18	OK 19	OK 20	OK 21	OK 22	OK 23	OK 24	OK 25	OK 26	OK 27	OK 28	OK 29	OK 30	OK 31	OK 32	OK 33	OK 34	OK 35	OK 36	OK 37	OK 38					
PRN 1	+	+	+				+	+																																			
PRN 2	+	+					+		+																																		
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The guarantor of the educational program is Hanna Doroshenko

Department of Economics and Management - ekomanagement@karazin.ua