

Faculty of Law and Economics

University of Zielona Góra

6. Study program for the field of study, profile and level of education

6.1. Description of the expected learning outcomes with the assignment of the field of study to the fields of science and scientific disciplines or fields of art and artistic disciplines to which the learning outcomes for this field apply

Table 1. Field-specific learning outcomes that a graduate of second-cycle studies in management with a general academic profile will achieve (in relation to the Polish Qualifications Framework, the characteristics of the second level of the Polish Qualifications Framework – level 7)

Directional Effect Code	Learning outcomes after completing second-cycle studies in the field management – general academic profile	Reference to general effects
KNOWLEDGE: the graduate knows and understands		
G – scope and depth – completeness of cognitive perspective and dependencies		
K_W01	in-depth explanation of selected theories in the scientific disciplines of management and quality sciences, as well as economics and finance, with particular emphasis on the mechanisms of functioning of organizations and their environment, as well as the connections between social, economic and organizational phenomena.	P7S_WG-01.1
K_W02	in-depth key issues related to management concepts, methods, techniques and tools as well as the organization's strategy and its monitoring.	P7S_WG-01.1
K_W03	in-depth methods and principles of market analysis, financial analysis, operational research, functioning of organizations in the socio-economic environment, taking into account economic, ethical, social, environmental and legal aspects.	P7S_WG-01.1
K_W04	in-depth understanding of the essence and specificity of strategic, operational and project management, as well as the management of individual functional areas of the organization.	P7S_WG-01.1
K_W05	in-depth quantitative and qualitative methods used in scientific research and in the diagnosis and evaluation of the functioning of organizations and projects, as well as the principles of selection,	P7S_WG-01.1

	use and interpretation of methods and data analysis systems supporting decision-making processes.	
K_W06	in-depth main development trends in the discipline of management and quality science as well as economics and finance.	P7S_WG-01.2A
K – context - conditions, effects		
K_W07	conditions and effects of fundamental dilemmas of contemporary civilization, related in particular to globalization, digitalization, the development of information and communication systems and the challenges of sustainable development and the socio-economic environment.	P7S_WK-02.1
K_W08	humanistic, social, economic, legal and ethical aspects of conducting scientific and expert activities, including the principles of protection of intellectual, industrial and copyright property.	P7S_WK-02.2
K_W09	complex conditions, models and mechanisms of creating and developing individual and organizational entrepreneurship in various economic, social and institutional contexts.	P7S_WK-02.3
SKILLS: the graduate is able to		
W - use of knowledge - solved problems and performed tasks		
K_U01	identify, analyse and solve complex and unusual problems in the field of organisation management, as well as perform tasks in unpredictable conditions by selecting appropriate sources and information, evaluating them, critically analysing, synthesizing and creatively interpreting them, and formulating and presenting own conclusions.	P7S_UW-03.1
K_U02	forecast and model complex economic phenomena and organizational processes by selecting and applying appropriate methods and tools, including advanced information and communication techniques.	P7S_UW-03.1
K_U03	analyze organizational phenomena and management processes by selecting, adapting and developing research and analytical methods and tools appropriate to the nature of the problem and the operating conditions of the organization.	P7S_UW-03.1
K_U04	use your knowledge to create your own opinions and solve complex problems in the field of organizational management.	P7S_UW-03.1
K_U05	define research goals and problems, formulate and test hypotheses related to research problems, pose research questions, analyze available information and draw conclusions along with	P7S_UW-03.3A

	proposals for improving existing solutions in the field of management and quality science, economics and finance.	
K – communication – receiving and creating statements, disseminating knowledge in the scientific community and using a foreign language		
K_U06	communicate, orally and in writing, specialist knowledge in the field of management and the functioning of an organisation in a socio-economic environment, preparing presentations and public speeches, as well as written works using appropriate specialist terminology.	P7S_UK-04.1
K_U07	conduct a debate on topics related to management science and quality as well as the functioning of entities in the economy, presenting, justifying and critically assessing various positions.	P7S_UK-04.2
K_U08	use a foreign language at level B2+ of the Common European Framework of Reference for Languages and specialist terminology in the field of management and economics.	P7S_UK-04.3
O – work organization – planning and teamwork		
K_U09	manage teamwork, including taking a leading role in cooperation with other people, motivating them to be active, building teams, using leadership skills.	P7S_UO-05.1
K_U10	collaborate with others in teamwork to solve specific problems and develop creative and innovative solutions.	P7S_UO-05.2
U – learning – planning your own development and the development of others		
K_U11	independently plan and implement their own lifelong learning, assessing their knowledge while independently resolving specific problems, including managerial ones, and inspiring others to learn.	P7S_UU-06
SOCIAL COMPETENCES: Graduateis ready for		
KK – assessments – critical approach		
K_K01	critical evaluation of the knowledge held and the content received, taking into account the dynamics of market, social and organizational processes.	P7S_KK-07.1
K_K02	recognizing the importance of knowledge in solving cognitive and practical problems resulting from the dynamics of market, social and organizational processes, and to seek expert opinion in the event of difficulties in solving a problem independently.	P7S_KK-07.2
KO – responsibility – fulfilling social obligations and acting for the public interest		
K_K03	fulfilling social obligations and inspiring and co-organizing activities for the benefit of the organization's social environment,	P7S_KO-08.1

	including providing reliable information and opinions on issues related to the management and functioning of the organization.	
K_K04	initiating activities for the public interest and co-organizing activities for the social environment.	P7S_KO-O8.2
K_K05	thinking and acting in an entrepreneurial manner, creative thinking in order to improve existing solutions or create new ones.	P7S_KO-O8.3
KR – professional role – independence and development of ethos		
K_K06	acting in accordance with applicable legal provisions and ethical standards within the framework of designated organizational and social roles, maintaining professional ethos, and taking responsibility for the consequences of one’s actions and decisions.	P7S_KR-O9

Table 2. Coverage of general learning outcomes (second-level characteristics of the Polish Qualifications Framework – level 7) by subject-specific6.2. Indicators regarding the study program

Category of characteristics of learning outcomes	Qualification Code	Qualifications	Reference to the major learning outcomes
Knowledge (K): the graduate knows and understands	P7S_WG-.1	in-depth – selected facts, objects and phenomena and related methods and theories explaining complex relationships between them, constituting advanced general knowledge in the field of scientific or artistic disciplines that form the theoretical foundations, structured and theoretically based knowledge covering key issues and selected issues in the field of advanced detailed knowledge appropriate to the study program, and in the case of studies with a practical profile – also practical applications this knowledge in professional activities related to their field of study	K_W01 K_W02 K_W03 K_W04 K_W05
	P7S_WG-O1.2A	the main development trends of the scientific or artistic disciplines to which the field of study is assigned - in the case of studies with a profile general academic	K_W06
	P7S_WK-O2.1	fundamental dilemmas of modern civilization;	K_W07
	P7S_WK-O2.2	economic, legal, ethical and other conditions of various types of professional activity related to the field of study, including the principles of industrial property protection and copyright	K_W08

	P7S_WK-O2.3	basic rules of creation and development of various forms of entrepreneurship	K_W09
Skills (S): the graduate is able to	P7S_UW-O3.1	<p>use your knowledge:</p> <ul style="list-style-type: none"> - formulate and solve complex and unusual problems and perform innovatively tasks in unpredictable conditions by: - proper selection of sources and information derived from them, evaluating, critically analyzing, synthesizing, creatively interpreting and presenting this information, - selection and application of appropriate methods and tools, including advanced ones information and communication techniques, - adaptation of existing or development of new methods and tools 	K_U01 K_U02 K_U03 K_U04
	P7S_UW-O3.2P	<p>use your knowledge</p> <ul style="list-style-type: none"> - formulate and solve problems and perform tasks typical of professional activity related to the field of study - in the case of studies with a practical profile 	
	P7S_UW-O3.3A	<p>formulate and test hypotheses related to simple problems research – in the case of studies with a general academic profile</p>	K_U05
	P7S_UW-O3.3P	<p>formulate and test hypotheses related to simple problems implementation - in case of studies with a practical profile</p>	
	P7S_UK-O4.1	communicate on specialist topics with a diverse audience;	K_U06
	P7S_UK-O4.2	lead a debate;	K_U07
	P7S_UK-O4.3	use a foreign language at the B2+ level of the Common European Framework of Reference for Languages and specialist terminology	K_U08
	P7S_UO-O5.1	manage the work of the team	K_U09
	P7S_UO-O5.2	cooperate with others in teamwork and take a leading role in teams	K_U10
	P7S_UU-O6	independently plan and implement their own lifelong learning and guide others in this area	K_U11

Social competences (K): the graduate is ready to	P7S_KK-O7.1	critical evaluation of the knowledge possessed and the content received	K_K01
	P7S_KK-O7.2	recognizing the importance of knowledge in solving cognitive and practical problems and seeking expert opinions in the event of difficulties in solving a problem on your own	K_K02
	P7S_KO-O8.1	fulfilling social obligations, inspiring and organizing activities for the benefit of the social environment;	K_K03
	P7S_KO-O8.2	initiating activities in the public interest;	K_K04
	P7S_KO-O8.3	thinking and acting in an entrepreneurial manner	K_K05
	P7S_KR-O9	responsible performance of professional roles, taking into account changing social needs, including: <ul style="list-style-type: none"> – developing the achievements of the profession, – maintaining the ethos of the profession – observing and developing the principles of professional ethics and working to ensure compliance with these principles 	K_K06