

## Master's, Doctoral and Post-doctoral Track Program: Business and Management

### 1. Open Doors winner's skill set

Winning the Open Doors competition requires a firm grasp of business and management concepts, namely:

- basic definitions and theories of management, strategic management;
- basic models and methods for managerial decision-making; categories of required data;
- basics of organizational structure development, features of team behavior, motivation, development, employer branding;
- features of marketing, finance, investment project management, risk management in entrepreneurship;
- basic tools of business analytics, digital tools of management;
- specifics of international management and principles of sustainable development and corporate social responsibility;
- principles of innovation management.

The winner is expected to demonstrate a solid command of the following skills:

- calculating project performance indicators;
- analyzing management risks;
- calculating indicators of marketing campaign effectiveness.

### 2. List of degree programs covered by the subject area

#### 2.1. List of doctoral degree programs

5.2.6 Management

#### 2.2. List of the master's degree program

38.04.02 Management

38.04.05 Business Informatics

38.04.06 Trade

### 3. Content

#### Field of science 1. Business Analytics and Digital Transformation of Business

- 1) Fundamentals of business analysis based on existing standards. Changing business processes in digital business transformation.
- 2) Business analysis. Management of software requirements based on current standards.
- 3) Principles and strategies for digital business transformation.
- 4) Corporate governance in the digital economy. The reference corporate standard for managing information technology in an organization.
- 5) Practices of the corporate reference standard for information technology management for the implementation of the digital transformation program.
- 6) Modern digital tools in management: areas, goals, application objectives, artificial intelligence, AR/VR, blockchain, Internet of things.
- 7) Fundamentals of information protection and cybersecurity
- 8) Digital Marketing. Online sales funnel and conversion rates. Segmentation and profiling of online clients. Web analytics and digital marketing performance metrics.

#### Field of science 2. Business and International Management

- 1) International business environment. Globalization and internationalization of the economy.
- 2) International strategies and business development models. International markets' entry. Competitiveness in international business.
- 3) Terms of financing and payments in international business. Contractual, monetary and

financial relations with foreign partners.

- 4) Marketing and logistics in international business. Pricing in global markets. Global value chains.
- 5) Accounting, money, and value in international business. International financial reporting standards.
- 6) Cross-cultural management and its features. Intercultural competencies. Cross-cultural communications and management of cross-cultural teams.
- 7) Corporate social responsibility. Sustainable development goals, sustainable development of a company. ESG principles and ratings. Green finance.

### **Field of science 3. Entrepreneurship**

- 1) Business planning within entrepreneurial activities: stages of development, structure, methods.
- 2) Marketing: definition, goals, objectives, functions. Marketing and market orientation of business organizations. Market research and marketing analytics, desk and field market research. Market research planning and execution.
- 3) Strategic marketing management. Marketing management cycle. Marketing mix (4Ps and 7Ps models) and its elements. STP approach (segmentation, targeting, positioning). Marketing performance metrics. Marketing planning. Marketing budgeting. Marketing audit and control.
- 4) Cash flow of a company. Analysis of financial statements as a basis for management decision-making. Financial ratios and ratio-based decision-making.
- 5) Sources of company financing. Choosing a company's capital structure. Relationship between a company's financial, investment, dividend decisions.
- 6) Analysis of investment projects and decision-making on project implementation. Indicators of investment effectiveness (net present value, internal rate of return, profitability index, project payback period).
- 7) Project risks assessment. Main types and groups of risks. Risk assessment methods: decision tree, sensitivity analysis, scenario method, Monte Carlo method.

### **Field of science 4. Management of Technology and Innovation**

- 1) Innovation activity and its features. Innovations and their types. Innovation potential. Novelty/change and new practices/innovation. Innovation as a process. Participants in innovation activities: actors, facilitators. Technology entrepreneur.
- 2) Classical economic theories of cyclical development. Modern concepts of technological and economic development. Technological paradigm concept. End-to-end technologies.
- 3) Business incubators. Technology parks. Technology transfer centers. Innovation clusters. Investments in innovative business. Business angels. Venture investors. Investment banks.
- 4) Innovation management in a company. Typologies and tools for innovation management. Innovation ecosystem in business. Innovative business strategies. Risks of innovative businesses.
- 5) Innovation climate. Innovative sensitivity. Sociocultural factors and the cultural and historical context of innovation.
- 6) Methods for introducing innovative changes: evolutionary and revolutionary. Advantages and disadvantages. Organizational strategies for innovation and their characteristics.
- 7) Innovation introduction in an organization. Innovation testing and experimenting. Personnel training. Market research. Application of flexible management tools, agile.
- 8) Role of the state in developing innovation activities. State funding and support for research and innovation: direct and indirect methods. Technological priorities of the state. Legal protection of intellectual property. Innovation climate. Open innovation.

### **Field of science 5. Strategic Management**

- 1) Evolution of management. Pre-scientific period, antiquity, scientific period (industrial, systematization, and information periods). Managerial revolutions. Current stage of management development: strategic approach, knowledge economy, digital transformation of business models, shared consumption and meta-markets.
- 2) Schools of thought in management and management theories. School of scientific management, administrative school, school of human relations, school of behavioral sciences (behaviorist school), prognostic (empirical) school, quantitative school, process, system, and situational approaches.
- 3) Control functions. Planning, motivation, coordination, control. Implementation of management functions and process linking in an organization (communications and decision-making).
- 4) Organizational environment. Elements of an organization's external environment (environment of direct and indirect influence) and internal environment. Organizational changes. Organizational change management model. VUCA world.
- 5) Corporate culture: types, elements, functions. Leadership: leadership models and effective leadership in an organization. Management ethics and social responsibility. Management of sustainable development of an organization.
- 6) Nature of strategy. Evolution of strategy concepts. Main components of strategic management: strategic vision, mission, goals, strategies, levels of strategic management.
- 7) Strategic planning. Strategic analysis of the external environment and its tools. Strategic analysis of a company's internal environment and its tools; key competencies of a company; analysis of organizational structure, culture, control system. Choosing the strategy; types of strategies.
- 8) Competitive and corporate strategies. Nature and sources of competitive advantage. Porter's competitive strategies. Company size optimization and vertical integration. Diversification strategies.
- 9) Forms of strategic partnership, their organization and functioning; advantages and disadvantages of individual forms of strategic partnership: syndicate, association, cartel, consortium, alliance, concern, holding, and conglomerate.

### **Field of science 6. Decision-Making in Management**

- 1) Algorithm for management decision-making. Basic methods of decision-making. Diagnosis of problems and the process of management decision-making. Methods for assessing the effectiveness of management decisions.
- 2) Decision criteria. Qualitative and quantitative criteria. Multiple-criteria decision-making: hierarchical methods and group ranking.
- 3) SWOT analysis and PEST/PESTEL analysis tools. Analysis of a company's resources and capabilities, Porter's Value Chain Analysis, stakeholder analysis, key success factors.
- 4) Project management approaches and methodologies. External and internal environment of a project. Triple constraints of project management. General principles of Waterfall and Agile approaches (Scrum, Kanban).
- 5) Project life cycle management. Network analysis and project scheduling. Gantt charts, PERT method, critical path method, earned value method.
- 6) Portfolio analysis models: comparative analysis of matrices. BCG Matrix, GE-McKinsey, Ansoff matrix, industry life cycle matrix (ADL/LC), product/market evolution portfolio matrix.
- 7) Game theory in management. Cooperation, coordination, and distribution of benefits in game theory. Pricing policy decision-making. Decision-making in an oligopolistic market. Choosing a company's strategy using game theory.

### Field of science 7. Organizational Behavior and Human Resource Management

- 1) Concept of organization. Levels of organizational behavior analysis. The group in the context of an organization. Life cycle of an organization.
- 2) Organizational structure of a company: classification; features of organizational structure types; advantages and disadvantages.
- 3) Organizational culture and internal communications.
- 4) Strategic human resource management. Key functions of human resource management.
- 5) Employer value proposition. HR brand. Employee lifecycle in an organization.
- 6) Motivation and reward. Theoretical approaches to work motivation analysis. Employee engagement, loyalty, and satisfaction in the context of organizational management. Performance management.
- 7) Talent development. Human capital theory and investment in human resources. Competency model in human resource management.
- 8) Approaches to analyzing the effectiveness of human resource management in an organization.

#### 4. Preparation materials

##### 4.1 Recommended reading

### Field of science 1. Business Analytics and Digital Transformation of Business

#### Reading list in English

George, B., Paul, J. Digital Transformation in Business and Society. Palgrave Macmillan. 2020. – 306 p.

URL: <https://www.cag.edu.tr/uploads/site/lecturer-files/babu-george-justin-paul-digital-transformation-in-business-and-society-theory-and-cases-springer-international-publishing-palgrave-macmillan-2020-IOAb.pdf> (free access)

Kingsnorth, S. Digital Marketing Strategy. 4th edition. Kogan Page. 2018. – 339 p. URL: [https://www.academia.edu/43101577/P\\_r\\_a\\_i\\_s\\_e\\_fo\\_r\\_D\\_i\\_g\\_i\\_t\\_a\\_l\\_Ma\\_r\\_k\\_e\\_t\\_i\\_n\\_g\\_S\\_t\\_r\\_a\\_t\\_e\\_g\\_y](https://www.academia.edu/43101577/P_r_a_i_s_e_fo_r_D_i_g_i_t_a_l_Ma_r_k_e_t_i_n_g_S_t_r_a_t_e_g_y) (limited access)

Podeswa, H. The Business Analyst's Handbook. Course Technology PTR - Cengage Learning. – 433 p. 2009. URL: <http://analyst.by/wp-content/uploads/2013/02/Course-Technology-The-Business-Analysts-Handbook.pdf> (free access)

### Field of science 2. Business and International Management

#### Reading list in English

Fuchs M. Market Entry Modes // International Management: The Process of Internationalization and Market Entry Strategies. – Berlin, Heidelberg: Springer Berlin Heidelberg, 2022. – 337 p. URL: <https://link.springer.com/book/10.1007/978-3-662-65870-3> (limited access)

Luthans F., Doh J. P. International management: Culture, strategy, and behavior. – McGraw-Hill, 2018. – 692 p. URL: [https://www.academia.edu/80752559/\\_at\\_2020\\_International\\_Management\\_Culture\\_Strategy\\_and\\_Behavior\\_by\\_Fred\\_Luthans\\_Jonathan\\_Doh](https://www.academia.edu/80752559/_at_2020_International_Management_Culture_Strategy_and_Behavior_by_Fred_Luthans_Jonathan_Doh) (limited access)

Paolone F. Accounting, Cash Flow and Value Relevance. – Springer International Publishing, 2020. URL: 111 p. <https://link.springer.com/book/10.1007/978-3-030-50688-9> (limited access)

### Field of science 3. Entrepreneurship

#### Reading list in English

Kotler, Ph., Armstrong, G., Opresnik, M.O. Principles of marketing. Pearson Education Limited

2018. – 736 p. URL: <a href="https://opac.atmaluhur.ac.id/uploaded_files/temporary/DigitalCollection/ODljY2E4ODIyODViZjFkODgzNDUxYWZlNWZhZmY2MGE5MDc0ZDVmYw==.pdf">https://opac.atmaluhur.ac.id/uploaded_files/temporary/DigitalCollection/ODljY2E4ODIyODViZjFkODgzNDUxYWZlNWZhZmY2MGE5MDc0ZDVmYw==.pdf</a> (free access)
Larson, A. Sustainability, Innovation, and Entrepreneurship. Publisher: Saylor Academy. 2012. URL: <a href="https://saylordotorg.github.io/text_sustainability-innovation-and-entrepreneurship/index.html">https://saylordotorg.github.io/text_sustainability-innovation-and-entrepreneurship/index.html</a> (free access)
Mellor, R., Coulton, G., Chick, A., Bifulco, A., Mellor, N., Fisher, A. Entrepreneurship for Everyone. SAGE. 2009. – 257 p. URL: <a href="http://repository.stikesrspadgs.ac.id/56/1/Enterpreneurship%20for%20everyone-257hlm.pdf">http://repository.stikesrspadgs.ac.id/56/1/Enterpreneurship%20for%20everyone-257hlm.pdf</a> (free access)
Rogers, S. Entrepreneurial Finance. 4th edition. McGraw-Hill. 2020. – 59 p. URL: <a href="https://www.accessengineeringlibrary.com/binary/mheaeworks/7ad501c1cd8d3040/c9dd5857abfdc1107b0405112b3de35be19005e7441019a55db12aa7801e5a6d/book-summary.pdf">https://www.accessengineeringlibrary.com/binary/mheaeworks/7ad501c1cd8d3040/c9dd5857abfdc1107b0405112b3de35be19005e7441019a55db12aa7801e5a6d/book-summary.pdf</a> (free access)

#### Field of science 4. Management of Technology and Innovation

<b>Reading list in English</b>
Management of Innovation Notes. Gateway School of Business. 2012. – 187 p. URL: <a href="https://gateway.edu.in/gsb/pdf/MOI.pdf">https://gateway.edu.in/gsb/pdf/MOI.pdf</a> (free access)
Trott, P. Innovation Management and New Product Development. Pearson. 2017.– 666 p. URL: <a href="https://etu.ru/assets/files/international/winter-school-iqmai4/01-04-innovation-management-and-new-product-development.pdf">https://etu.ru/assets/files/international/winter-school-iqmai4/01-04-innovation-management-and-new-product-development.pdf</a> (free access)
Woźniak, J. Innovation management. Theory and practice. 2015. Łódź University of Technology Monographs. 2015. – 107 p. URL: <a href="https://core.ac.uk/download/pdf/53097202.pdf">https://core.ac.uk/download/pdf/53097202.pdf</a> (free access)

#### Field of science 5. Strategic Management

<b>Reading list in English</b>
Daft, R. Management. 12th edition. Cengage Learning. 2017. <a href="https://www.yumpu.com/en/document/read/67388345/management-richard-l-daft-z-liborg">https://www.yumpu.com/en/document/read/67388345/management-richard-l-daft-z-liborg</a> (free access)
Kaplan R., Norton D. The Strategy-Focused Organization: How Balanced Scorecard Companies Thrive in the New Business Environment. Boston, MA: Harvard Business School Press, 2000. 400 p. URL: <a href="https://books.google.ru/books?id=6sC_X4DR-WoC&amp;pg=PA29&amp;hl=ru&amp;source=gbs_toc_r&amp;cad=2#v=onepage&amp;q&amp;f=false">https://books.google.ru/books?id=6sC_X4DR-WoC&amp;pg=PA29&amp;hl=ru&amp;source=gbs_toc_r&amp;cad=2#v=onepage&amp;q&amp;f=false</a> (free access)
Strategic Management: tutorial / Y.V. Matveeva, E.N. Kirillova, V.P. Matveeva. – Samara: Published by Samara National Research University, 2018. – 76 p. URL: <a href="https://core.ac.uk/download/346511938.pdf">https://core.ac.uk/download/346511938.pdf</a> (free access)

#### Field of science 6. Decision-Making in Management

<b>Reading list in English</b>
Kuster, J., Bachmann, C., Hubmann, M., Lippmann, R., Schneider, P. Project Management Handbook: Agile-Traditional-Hybrid (Vol. 2). Springer, 2023. 476 p. URL: <a href="https://link.springer.com/book/10.1007/978-3-662-66211-3">https://link.springer.com/book/10.1007/978-3-662-66211-3</a> (limited access)
Li, W. Strategic Management Accounting in a Network Economy. Springer Nature. 2023, 325 p.

URL: <a href="https://link.springer.com/book/10.1007/978-981-99-5253-3">https://link.springer.com/book/10.1007/978-981-99-5253-3</a> (limited access)
Zhang, H. (Ed.). Models and Methods for Management Science. Springer Nature. 2022, 419 p.
URL: <a href="https://link.springer.com/book/10.1007/978-981-19-1614-4">https://link.springer.com/book/10.1007/978-981-19-1614-4</a> (limited access)

## Field of science 7. Organizational Behavior and Human Resource Management

### Reading list in English

Human Resource Management – The Open University of Hong Kong. 2014. – 481 p. URL: <a href="https://www.opentextbooks.org.hk/system/files/export/32/32088/pdf/Human_Resource_Management_32088.pdf">https://www.opentextbooks.org.hk/system/files/export/32/32088/pdf/Human_Resource_Management_32088.pdf</a> (free access)
John Stredwick. An Introduction to Human Resource Management. Elsevier. Second edition. 2005. – 498 p. URL: <a href="https://nibmehub.com/opac-service/pdf/read/An%20Introduction%20to%20Human%20Resource%20Management-%202nd%20edition.pdf">https://nibmehub.com/opac-service/pdf/read/An%20Introduction%20to%20Human%20Resource%20Management-%202nd%20edition.pdf</a> (free access)
Organizational Behavior. Rice University. 2019. – 704 p. URL: <a href="https://assets.openstax.org/oscms-prodcms/media/documents/OrganizationalBehavior-OP_TtwWIEQ.pdf">https://assets.openstax.org/oscms-prodcms/media/documents/OrganizationalBehavior-OP_TtwWIEQ.pdf</a> (free access)
Schein, E. H. Organizational Culture and Leadership (4th ed.): Jossey-Bass, 2010. URL: <a href="https://www.oreilly.com/library/view/organizational-culture-and/9780470190609/">https://www.oreilly.com/library/view/organizational-culture-and/9780470190609/</a> (limited access)
Stephen P. Robbins, Timothy A. Judge, Katherine E. Breward. Essentials of organizational behavior. Pearson. 2018. – 432 p. URL: <a href="https://nibmehub.com/opac-service/pdf/read/Essentials%20of%20Organizational%20Behaviour.pdf">https://nibmehub.com/opac-service/pdf/read/Essentials%20of%20Organizational%20Behaviour.pdf</a> (free access)

## 4.2 Recommended online courses

### Field of science 1. Business Analytics and Digital Transformation of Business

Online course in English	Link	Online course description
Analysis for Business Systems	<a href="#">Course link</a>	The course focuses on the standard model for systems development, known as the systems development life cycle (SDLC). The course consists of several thematic modules. Students will learn how to read and also create the specific deliverables that business systems analysts prepare during the SDLC.
Digital Transformation	<a href="#">Course link</a>	The course explores the transformative impact of technology on business, examining the mechanics of disruption, historical and emerging digital trends, and the processes of digital transformation. Through focused modules, students will learn to describe the underlying economics of innovation, technology, and market disruption; assess the advantages and limitations of current digital technologies; and apply BCG's digital transformation framework as a practical guide for digitizing organizations.



Fundamentals of digital management	<a href="#">Course link</a>	The course focuses on the digital management of transformation in large companies, examining each stage of the digital management lifecycle and the organization of business process management. Each module is dedicated to a specific aspect of the subject, providing students with a structured understanding of how to plan, implement, and oversee digital transformation initiatives effectively.
Master in Business Analytics	<a href="#">Course link</a>	The course focuses on the development of core competencies in business analytics. The course is structured progressively, from basic concepts to more advanced topics. The course covers integrating and cleaning the data, performing data analysis, deriving and communicating insights, and fostering a managerial culture that leverages enterprise data to create competitive advantages.

## Field of science 2. Business and International Management

Online course in English	Link	Online course description
Emerging Multinationals and Global Strategy	<a href="#">Course link</a>	The course examines the international strategies of emerging multinational enterprises that have proven capable of playing a significant role in the global market. Delivered through video lectures and accompanying texts, the course provides a comprehensive understanding of emerging markets, outlines the process of formulating international strategies, and analyzes how institutional, industry-specific, and firm-level factors collectively shape strategic decision-making.
Financial Accounting	<a href="#">Course link</a>	The course is dedicated to the preparation and interpretation of financial statements in accordance with International Financial Reporting Standards (IFRS). Each module addresses a specific aspect of the subject, enabling students to apply the fundamental principles and concepts underlying financial reporting under IFRS effectively.
International Project Management	<a href="#">Course link</a>	The course provides insight into the impact of culture on various aspects of project management, focusing on managing global teams, building trust, and establishing an effective framework for global collaboration. The course is structured progressively, from basic concepts to more advanced topics. Students will understand

		the impact of culture on various aspects of international projects.
Introduction to ESG	<a href="#">Course link</a>	The course provides an overview of the ESG framework and its role in supporting a company's overall risk management. The course is structured progressively, from basic concepts to more advanced topics. Students will be able to apply the knowledge gained to address ESG challenges.

### Field of science 3. Entrepreneurship

Online course in English	Link	Online course description
Business Management and Entrepreneurship	<a href="#">Course link</a>	The course covers key issues of corporate management, operations management, project management, fundamentals of accounting, and social entrepreneurship. The course comprises several thematic modules, enabling students to apply the acquired knowledge to address business problems effectively.
Fundamentals of Marketing Concepts	<a href="#">Course link</a>	The course focuses on key marketing concepts and the marketing mix, along with essential methodologies for marketing activities. The course consists of several thematic modules. Students will be able to apply theoretical models to the analysis of specific cases.
Introduction to Corporate Finance	<a href="#">Course link</a>	The course offers a concise introduction to the fundamentals of finance, with a focus on their application across diverse real-world contexts, including personal finance, corporate decision-making, and financial intermediation. The course consists of several thematic modules. The key concepts and applications include: time value of money, risk-return tradeoff, cost of capital, interest rates, retirement savings, mortgage financing, auto leasing, capital budgeting, asset valuation, discounted cash flow (DCF) analysis, net present value, internal rate of return, hurdle rate, payback period.
Risk Management	<a href="#">Course link</a>	The course covers business risk analysis and assessment, the risk identification process, the preparation and implementation of risk management plans, and the assessment of the effectiveness of risk management frameworks. The course trains students to identify and evaluate key issues in risk management. The student will be able to explain the basics of risk management



		theory.
Sales Management	<a href="#">Course link</a>	The course introduces elements of sales based on the skills and approaches used by successful sales organizations. The course materials are delivered through video lectures and texts. Students will learn about traditional sales principles and the potential of social networks, blogs, wikis, and other interactive methods of customer communication.

#### Field of science 4. Management of Technology and Innovation

Online course in English	Link	Online course description
Essentials of Innovation Management	<a href="#">Course link</a>	The course highlights the distinctions between innovation and change management and examines the essential stages of innovation management. The course is structured progressively, from basic concepts to more advanced topics. Students will be able to create a competitive advantage for the organization, build an ecosystem for innovation and creativity, and increase employee engagement and motivation.
Innovation management	<a href="#">Course link</a>	The course introduces the basic tools for managing innovative projects, developing radical innovations, and using external partnerships to create new solutions. The course consists of several thematic modules. Students will learn the basic terminology and concepts in innovation management.
Principles of Entrepreneurship and Innovation Management	<a href="#">Course link</a>	The course equips students with theoretical and practical tools they need to turn an idea into a successful business using the power of innovation. The course consists of several thematic modules. Students will develop the ability to identify emerging opportunities, attract investors, optimize resource allocation, and establish a sustainable competitive advantage in the marketplace.

#### Field of science 5. Strategic Management

Online course in English	Link	Online course description
Foundations of Management	<a href="#">Course link</a>	The course covers the key definitions, theories, and approaches in management. Each module focuses on a specific aspect of the subject. Students will acquire the skills to develop comprehensive solutions to real-world business challenges.

Strategic Management	<a href="#">Course link</a>	The course covers techniques related to strategic flexibility, strategic competitiveness, and internal and external analysis. Each module focuses on a specific aspect of the subject. Students will learn core theories and concepts of strategic management.
Strategic Management Capstone	<a href="#">Course link</a>	The course covers the resources and tools for envisioning, simulating, and developing a Connected Strategy for an organization. The course materials are delivered through video lectures and texts. The student will be able to develop and analyze an organization's strategy.
Strategic management in the context of organizational evolution	<a href="#">Course link</a>	The course introduces fundamental research in the field of strategic planning and management. Each module focuses on a specific aspect of the subject. Students will be able to develop strategies tailored to the stages of an organization's life cycle.

#### Field of science 6. Decision-Making in Management

Online course in English	Link	Online course description
Advanced Project Management	<a href="#">Course link</a>	The course covers the field of project management, with each module addressing a specific aspect of the subject. Upon completion, students will possess skills in project planning, execution, monitoring and control, as well as problem-solving.
Business Economics and Game Theory for Decision-Making	<a href="#">Course link</a>	The course delves into key business economics theories, interactions among stakeholders, the basics of business and management decision-making. Each module focuses on a specific aspect of the subject. Students will gain an understanding of the economic concept of elasticity and learn how to apply it to make informed pricing decisions.
Methods and Statistics in Social Sciences	<a href="#">Course link</a>	The course covers research methods, design and statistical analysis for social science research. The course is structured progressively, from basic concepts to more advanced topics. Students will acquire knowledge of data analysis and the interpretation of results in the social sciences, with a particular focus on applications in business and management.
Project Execution and Control	<a href="#">Course link</a>	The course focuses on the execution and evaluation of project progress within both the waterfall and agile project management

		frameworks. It is structured into several thematic modules. Upon completion, students will be familiar with current trends and best practices in the professional field of project management.
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### Field of science 7. Organizational Behavior and Human Resource Management

Online course in English	Link	Online course description
International leadership and organizational behavior	<a href="#">Course link</a>	The course focuses on key approaches to selecting suitable employees, motivating and evaluating teams, managing workplace conflict, and providing effective leadership in daily decision-making. The course consists of several thematic modules. The course equips students with theoretical and practical tools in personnel management.
Organizational Leadership	<a href="#">Course link</a>	The course equips team leaders with the skills, strategies, and tools to rise to expanded leadership responsibilities and guide organizations effectively. The course consists of several thematic modules. The course promotes a deeper understanding of the complexities of leadership.
Organization Theory/ Structure and Design	<a href="#">Course link</a>	The course offers a comprehensive overview of organization theory, with each module addressing a specific aspect of the subject. Upon completion, the student will possess a solid understanding of the fundamental theories and concepts in the field.