



Sulkhan-Saba Orbeliani
UNIVERSITY

Master Educational Program

Title of the Program	Business Administration
Program Director	Professor Nino Papachashvili
The language of instruction	Georgian with English components
Qualification Granted	Master of Business Administration Master of Research in Business Administration
Volume of the educational Program in credits	The Master's Program in Business Administration comprises 120 ECTS credits and consists of two 60 ECTS credit parts (Part One and Part Two). (The duration of Part One is one academic year and includes two semesters; the duration of Part Two is one academic year and includes two semesters. One semester comprises 16 weeks. Depending on the specifics of the educational program and/or the student's individual study plan, the number of credits per year may be less than or greater than 60, but not exceeding 75 (one credit = 25 astronomical hours).
Date of Program Approval	29.04.2022
Protocol Number	Nº03-22
Program update date and protocol number	24.06.2026 Nº05-26

Objective of the Program

Objectives of the Master's Programme in Business Administration (120 ECTS Credits)

In accordance with the mission of Sulkhan-Saba Orbeliani University, the Master's Programme in Business Administration (120 ECTS credits) aims to prepare highly qualified, competitive professionals equipped with contemporary theoretical knowledge and practical skills, capable of meeting the demands of the labour market. Graduates will be able to apply their acquired knowledge, practical competencies, and innovative perspectives to optimise the use of business resources, implement progressive management models and innovations, and contribute to the promotion of inclusive well-being.

The programme further aims to educate qualified specialists awarded the academic degree of Master of Business Administration, possessing comprehensive and systematic knowledge in the field of business administration.

Objectives of the First Component of the Master's Programme in Business Administration (60 ECTS Credits)

Upon successful completion of the first component of the programme, the graduate will be able to:

M1. Critically evaluate theoretical approaches to business management and the latest developments in the field of management while generating and developing new and original ideas to enhance managerial effectiveness.

M2. Operate effectively in a rapidly changing business environment, including situations characterised by complexity or incomplete information; analyse internal and external business factors, identify development opportunities, and make informed managerial decisions to address complex business challenges and improve organisational performance.

M3. Contribute to the advancement of professional knowledge and practice in business management through individual initiative and innovation; manage and adapt to complex, unpredictable, and multidisciplinary learning and professional environments by applying innovative strategic approaches.

M4. Independently manage personal learning and assume responsibility for the professional activities and development of others.

M5. Evaluate the importance of corporate social responsibility and business ethics as essential prerequisites for sustainable business success and societal development.

Objectives of the Second Component of the Master's Programme in Business Administration (60 ECTS Credits)

Upon successful completion of the second component of the programme, the graduate will be able to:

M6. Make strategic business decisions based on the critical analysis and innovative synthesis of information using a broad range of research instruments, as well as quantitative and qualitative data analysis, to ensure effective business management.

M7. Independently conduct research in the field of business administration in accordance with the principles of academic integrity, applying contemporary research methods and approaches, and present well-founded arguments and research findings to both academic and professional communities in compliance with the standards of academic ethics.

Learning Outcomes

Upon successful completion of the First Component of the Master's Programme in Business Administration (60 ECTS credits)

1. Knowledge and Understanding

The graduate:

1.1. Possesses advanced theoretical knowledge in the field of business administration, encompassing contemporary concepts of management, strategic management, managerial economics, business statistics, entrepreneurship and innovation management, business environment and markets, strategic marketing management, strategic communications, value chain management, organisational change, human resource management, project management, management accounting, financial management, business ethics, and related disciplines.

1.2. Recognises the importance of critically evaluating the latest developments in management and of generating innovative and original ideas to ensure effective business administration.

1.3. Understands the necessity of assuming responsibility and accountability throughout business administration processes.

2. Skills

The graduate:

2.1. Operates effectively in a rapidly changing business environment, including situations characterised by complexity or incomplete information.

2.2. Identifies and applies new and original ideas to address complex business administration challenges; evaluates specific business situations through critical analysis of information and innovative synthesis and makes appropriate strategic decisions.

2.3. Critically discusses issues in the field of business administration and presents research findings and conclusions to academic and professional audiences in accordance with the principles of academic integrity and the standards of academic ethics.

2.4. Evaluates the importance of corporate social responsibility and adherence to business ethics for sustainable business success and societal development.

3. Responsibility and Autonomy

The graduate:

3.1. Contributes to the advancement of professional knowledge and practice in business administration through the innovative application and synthesis of acquired knowledge and practical action.

3.2. Independently manages personal learning for the purposes of continuous professional development and assumes responsibility for the professional development and performance of others.

Upon successful completion of the Second Component of the Master's Programme in Business Administration (60 ECTS credits)

1. Knowledge and Understanding

The graduate additionally:

1.4. Possesses systematic theoretical knowledge of business administration that integrates the various branches of the discipline, explains their cause-and-effect relationships, and demonstrates the possibilities for achieving integrated and effective organisational outcomes.

2. Skills

The graduate additionally:

2.5. Independently conducts research in the field of business administration in accordance with the principles of academic integrity, applying contemporary research methods and approaches, and presents well-reasoned arguments and research findings to both academic and professional communities in compliance with the standards of academic ethics.

2.6. Makes strategic decisions for effective business management based on the critical analysis and innovative synthesis of information, using a broad range of research instruments and both quantitative and qualitative data analysis.

3. Responsibility and Autonomy

The graduate additionally:

3.3. Applies theoretical knowledge of business administration to make research-informed decisions for managing complex, unpredictable, and multidisciplinary learning and professional environments and demonstrates the ability to adapt to such environments through innovative strategic approaches.

Precondition for admission to the programme

Enrollment in the master's programme is carried out on the basis of the results of general master's and internal university exams or in cases specified by the Law of Georgia "On Higher Education", in the established manner, through administrative registration and order of the rector. Internal university exams reveals a general level of proficiency within the chosen specialty and B2 level of English. Issues / tests of internal university exam and students knowledge assessment criteria will be placed on the university website at least one month before the exams start. (<http://www.sabauni.edu.ge>)

Candidates who have a certificate of English language proficiency at the B2 level, as well as candidates who have completed a bachelor's or master's educational program in English for at least one full semester, are exempted from English language testing. candidate, which

represents the B2 level of the English language or other certificates proving knowledge at B2 level, namely: FCE, IELTS, TOEFL, PBT, TOEFL, CBT, IBT, VERSANT, CERTUS. PEARSON.

Note: All the above certificates must be valid at the time of application and the applicant must be able to present it. Expired documents will not be considered.

Enrollment in Human Resource Management Master Programme in mobility manner is possible twice a year, within the timeframe established by the Ministry of Education and Science of Georgia, following the mandatory procedures and rules set by the University.

Enrollment in MasterDegree Programme or transfer from the recognized higher education institution of the foreign country is carried out on the basis of the decision of the Ministry of Education and Science of Georgia.

Teaching-learning method

☒ Lecture ☒ Work in a working group ☒ Practical work ☒ Workshop ☒ Teaching with E-Resourcee

☐ E-learning ☒ Other

Student knowledge assessment system

Assessment of students' achievement of the learning outcomes in the educational component of the programme comprises interim assessment (single or multiple) and final assessment, the combined results of which constitute the final grade (100 points).

Interim and final assessments (assessment forms) consist of one or more assessment components, which determine the methods used to evaluate students' knowledge, skills, and/or competencies (e.g., oral or written examinations, oral or written quizzes, homework assignments, practical or theoretical tasks, and other forms of assessment). Each assessment component incorporates one or more assessment methods, such as tests, essays, demonstrations, presentations, discussions, practical or theoretical assignments, group work, participation in discussions, case study analysis, participation in simulated processes, and other relevant methods. Assessment methods are measured through assessment criteria, which serve as indicators for determining the extent to which the intended learning outcomes have been achieved.

Each assessment form and component is assigned a specific weighting within the overall assessment of 100 points. The distribution of points is specified in the relevant course syllabus and communicated to students at the beginning of the academic semester.

The award of academic credit based solely on one form of assessment (either interim or final assessment) is not permitted. Academic credit is awarded only if the student receives a positive (passing) grade.

The minimum competency threshold required for both interim and final assessments is specified in the relevant course syllabus and communicated to students at the beginning of the academic semester.

The assessment system includes:

Five types of positive assessment:

(A) Excellent	91-100% point;
(B) Very good	81-90% of max grade;
(C) Good	71-80% of max grade;
(D) Satisfactory	61-70% of max grade;
(E) Suffivient	51-60% of max grade.

Two types of negative assessment:	
(FX) Unsatisfactory	41-50% of max grade - meaning a student needs more effort to pass an examination and is given an extra chance to pass an additional examination through independent work;
(F) Failed	40% and less of max grade - meaning the student's effort is not enough and he has to learn the subject anew.
Forms and components of assessment	
Midterm assessment, including:	Max grade
Midterm assesment	70 points
1.1	
1.2	
1.3	
Final Assessment	30 points
Final written / oral exam	30
Total	100 points
In the training component of the educational programme, in the event of receiving FX, an additional exam will be scheduled at least 5 calendar days after the announcement of the results of the final exam. The points earned in the final assessment are not cumulative with the points obtained in the additional exam. The additional exam's assessment is a final assessment and will be reflected in the final assessment of the training component of the educational programme. Given the grade obtained on the additional exam, if the student earns 0-50 points in the final grade of the educational component he will be given F-0 points.	

Field of Employment
Graduates of the Master's Programme in Business Administration, equipped with advanced and systematic competencies in business administration and research skills, are qualified for employment at both national and international levels in organisations of any organisational and legal form. They may pursue careers as middle- and senior-level managers, experts, or analysts in business enterprises, non-governmental organisations, and professional associations. The knowledge, competencies, and practical skills acquired throughout the programme, particularly the ability to assume responsibility and make informed decisions, also enable graduates to pursue relevant professional careers in public sector organisations.

Continuous Learning Opportunities
A graduate who has successfully completed the first component of the Master's Programme in Business Administration (60 ECTS credits) is entitled to continue their studies in the second component of the Master's Programme in Business Administration (60 ECTS credits) at Sulkhani-Saba Orbeliani University without taking the national Master's admission examinations, provided that no more than five years have elapsed since their enrolment in the first component of the programme. A graduate who has successfully completed the second component of the Master's Programme in Business Administration (60 ECTS credits) is eligible to continue their studies at the third cycle of higher education (doctoral level) at higher education institutions in Georgia or abroad by enrolling in a doctoral programme that does not require, as an admission prerequisite, a Master's degree in another field or specialisation.

Material resources necessary for the implementation of the programme
The material resources available and owned by the Teaching University ensure the realization of the goals of the undergraduate educational Programme and the achievement of the planned learning outcomes:

Buildings – Master Programme is performed at buildings owned by university in which all types of sanitary rules and hygienic security meet the requirements of the regulations (signalization is installed, fire extinguishers are available, perimeter is controlled by video monitoring cameras and, security office of the university is responsible for the security). Buildings fully comply with technical requirements set for Higher Institutions. Audiences for lecture and practical classes are equipped with appropriate technique and inventory (projectors, chairs, desks, blackboards and etc.).

Library – All bibliographical resources necessary for master degree programme components can be found at university library in printed or/and electronic form, which are available for students, invited and academic personnels. Library is equipped with appropriate inventory (chairs, tables, computers) and reading halls. The library has a multifunction xerox device that a student can use with the help of library staff. In the reading room, students can use the Internet and international electronic resources. High speed internet services and international digital resources (Legislative Herald, EBSCO, HeinOnline, ELSEVIER: Scopus, Science Direct, Scival Funding). The University Library has an electronic catalog - OpenBiblio.

Working space for academic personnel - Working space for academic personnel is equipped with appropriate inventory, technique (chairs, tables, closets, computers, internet service, multifunction Xerox device and etc.) and comfortable working atmosphere

Information – Communication Technologies – To facilitate the implementation and administration of a master degree programme, University uses information-communication technologies. Namely, relevant software packages, computers, internet services meet modern requirements and they are available for students, academic, invited and administrative personnel. In order to provide students with access to assessment, monitor student performance and facilitate the learning process the University uses computer-based management (electronic) system to assess student's knowledge and organize teaching process. Catalogs about education programmes as well as any kind of information related to the implementation of educational programmes and learning process are available at university website. University ensure informations publicity and availability as well.

Characteristics of Organizing Studies

The Master's Programme in Business Administration has a sequential structure established in accordance with the legislation of Georgia, comprising compulsory and elective courses within the major field of study. The curriculum is designed according to the principle of progression from general to specific knowledge and from simple to more complex concepts, thereby ensuring the systematic development of students' competencies.

The Master's Programme in Business Administration (120 ECTS credits) consists of two components, each comprising 60 ECTS credits.

The first component (60 ECTS credits) is structured as follows:

- 54 ECTS credits – compulsory courses within the major field of study;
- 6 ECTS credits – elective courses within the major field of study.

The compulsory courses provide students with the opportunity to acquire advanced competencies in the core areas of business administration.

Elective courses are offered during the first semester. Subject to the relevant prerequisites, students may choose electives either from those offered within the Business Administration Master's Programme or from elective courses available in other Master's programmes offered by the University.

The elective courses are diverse and enable students, according to their academic interests, to acquire or deepen specialised knowledge and develop competencies in areas such as global and entrepreneurial perspectives, innovation management, marketing, finance, strategy, business analytics, human resource management, sustainable development and the circular economy, public-private partnerships, and other related fields.

The second component (60 ECTS credits) is structured as follows:

- 24 ECTS credits – compulsory courses within the major field of study;
- 6 ECTS credits – elective courses within the major field of study;
- 30 ECTS credits – Master's Thesis.

The elective courses offered within the second component provide opportunities for students to deepen specialised knowledge and further develop research competencies according to their academic interests. Within the elective component (6 ECTS credits), students may alternatively undertake a professional internship during the autumn semester of the second component of the programme.

The competencies acquired upon completion of the programme represent the integrated learning outcomes achieved through all courses included in the curriculum.

The qualification is awarded in accordance with the curriculum of the present Master's Programme as follows:

- Upon successful completion of the first component of the programme (60 ECTS credits), including the successful completion of all compulsory courses and fulfilment of the programme requirements, the graduate is awarded the academic degree of Master of Business Administration.
- Upon successful completion of the second component of the programme, including the successful completion of all compulsory courses, the Master's Thesis, and fulfilment of all programme requirements, the graduate is awarded the academic degree of Master of Research in Business Administration.

Curriculum of the educational programme

Nº	Prerequisites	Moduls/Courses	ECTS year				Workload Schedule	
			I year		II year		Total Contact hours	Independent work hours
			I	II	III	IV		
Part I (60 ECTS Credits) of the Master's Degree Programme in Business Administration								
Program Component								
Compulsory Courses in the Major Field of Study								
1	No prerequisites	Integrated Management: Concepts and Strategies (I)	6/150				27	123
2	No prerequisites	Managerial Economics (I)	6/150				29	121
3	No prerequisites	Managerial accounting and budgeting (I)	6/150				29	121
4	No prerequisites	(D) (M) (P)	3/75				16	59

5	No prerequisites	Entrepreneurship and Innovation Management (D)	3/75				16	59
6	Managerial accounting and budgeting (I)	Financial management (D)		6/150			28	122
7	Integrated Management: Concepts and Strategies (I)	Value chain management (D) (P)		6/150			28	122
8	Integrated Management: Concepts and Strategies (I)	Project Management (D) (M) (P)		6/150			29	121
9	Integrated Management: Concepts and Strategies (I)	Strategic Marketing Management (D)		6/150			29	121
10	Integrated Management: Concepts and Strategies (I)	Strategic Human Resource Management (D)		6/150			29	121
Part II (60 ECTS Credits) of the Master's Degree Programme in Business Administration								
Program Component								
Compulsory Courses in the Major Field of Study								
11	No prerequisites	Academic Writing for Master's Degree Students (D) (M) (P)			6/150		28	122
12	No prerequisites	Qualitative Research Methods (D) (M) (P)			6/150		42	108
13	No prerequisites	Quantitative Research Methods and Data Analysis Using SPSS (D) (M) (P)			6/150		42	108
14	No prerequisites	Business Statistics (I) (P)			6/150		28	122
Research Component								

1	Academic Writing for Master's Degree Students; Qualitative research methods; Quantitative Research Methods and Data Analysis Using SPSS; Business Statistics	Master Thesis (D) (M) (P)					30/750	30/750	740
Elective Courses in the Major Field of Study (2nd semester – 6 credits, 3rd semester – 6 credits)									
Selection is available during the semesters									
Nº	Prerequisites	Courses	I	II	III	IV	Contact Hours	Independent Study Hours	
1	No prerequisites	Leadership and team management (D)	6/150		6/150		28	122	
2	No prerequisites	Business ethics (D)	3/75		3/75		16	59	
3	Management Information Systems (D) (M) (P)	Data Analysis and Business Modelling (D) (M) (P)			6/150		29	121	
4	Strategic Marketing Management (D)	International Brand Management (D) (M)			3/75		18	57	

5	Integrated Management: Concepts and Strategies (I)	Sales Management (D)			3/75		16	59
6	Integrated Management: Concepts and Strategies (I)	Risk Management and Insurance (D)			3/75		16	59
7	No prerequisites	Global Business (I)	3/75		3/75		16	59
8	No prerequisites	Business Law (I)	3/75		3/75		19	56
9	No prerequisites	Financial Markets and Institutions (D)	3/75		3/75		16	59
10	No prerequisites	Taxes and Fees (D)	3/75		3/75		20	55
11	No prerequisites	Sustainable Development and Circular Economy (I)	3/75		3/75		16	59
12	No prerequisites	Economic Policy (D)	3/75		3/75		16	59
13	No prerequisites	Public Procurement (I)	3/75		3/75		26	49
14	No prerequisites	Public-Private Partnership (I)	3/75		3/75		19	56
15	No prerequisites	Labor law and labor relation (I)	6/150		6/150		39	111
16	No prerequisites	Introduction to Game Theory (I)	6/150		6/150		28	122
17	No prerequisites	Strategic Communication (D) (M)	3/75		3/75		16	59
18	No prerequisites	Changing Organizational Behavior and Human Resource Management Environment (D)	6/150		6/150		41	109

19	No prerequisites	Practice (D) (M) (P)	6/150		6/150		76	74
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Map of the program objectives and learning outcomes	
Part I (60 ECTS Credits) of the Master's Degree Programme in Business Administration	
Objectives of the educational program	Program Learning Outcomes
M1. Critically evaluate theoretical approaches to business management and the latest developments in the field of management while generating and developing new and original ideas to enhance managerial effectiveness.	1. Knowledge and understanding Graduate: 1.1. Possesses advanced theoretical knowledge in the field of business administration, encompassing contemporary concepts of management, strategic management, managerial economics, business statistics, entrepreneurship and innovation management, business environment and markets, strategic marketing management, strategic communications, value chain management, organisational change, human resource management, project management, management accounting, financial management, business ethics, and related disciplines. 1.2. Recognises the importance of critically evaluating the latest developments in management and of generating innovative and original ideas to ensure effective business administration. 1.3. Understands the necessity of assuming responsibility and accountability throughout business administration processes.
M2. Analyzes the changing business environment, including complex or incomplete information; assesses internal and external business factors, identifies development opportunities, and formulates decisions to resolve complex problems and improve management efficiency. M3. Utilizes a diverse research toolkit for critically analyzing and innovatively synthesizing information; formulates strategic decisions based on quantitative and qualitative data analysis to facilitate effective business management. M4. independently conducts research in the field of business administration in accordance with the principles of academic integrity, while using the latest methods and approaches, and presents arguments and conclusions to both academic and professional communities in accordance with academic ethics standards; M5. Evaluates the importance of following business social responsibility and business ethics norms for achieving business success and fostering community development	2. Skills Graduate: 2.1. Operates effectively in a rapidly changing business environment, including situations characterised by complexity or incomplete information. 2.2. Identifies and applies new and original ideas to address complex business administration challenges; evaluates specific business situations through critical analysis of information and innovative synthesis and makes appropriate strategic decisions. 2.3. Critically discusses issues in the field of business administration and presents research findings and conclusions to academic and professional audiences in accordance with the principles of academic integrity and the standards of academic ethics. 2.4. Evaluates the importance of corporate social responsibility and adherence to business ethics for sustainable business success and societal development.

M4. independently conducts research in the field of business administration in accordance with the principles of academic integrity, while using the latest methods and approaches, and presents arguments and conclusions to both academic and professional communities in accordance with academic ethics standards;	Knowledge and Understanding 3 The graduate: 3.1. Contributes to the advancement of professional knowledge and practice in business administration through the innovative application and synthesis of acquired knowledge and practical action. 3.2. Independently manages personal learning for the purposes of continuous professional development and assumes responsibility for the professional development and performance of others.
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Part II (60 ECTS Credits) of the Master's Degree Programme in Business Administration

M6. Make strategic business decisions based on the critical analysis and innovative synthesis of information using a broad range of research instruments, as well as quantitative and qualitative data analysis, to ensure effective business management.	1.4. Possesses systematic theoretical knowledge of business administration that integrates the various branches of the discipline, explains their cause-and-effect relationships, and demonstrates the possibilities for achieving integrated and effective organisational outcomes.
M7. Independently conduct research in the field of business administration in accordance with the principles of academic integrity, applying contemporary research methods and approaches, and present well-founded arguments and research findings to both academic and professional communities in compliance with the standards of academic ethics.	2.5. Independently conducts research in the field of business administration in accordance with the principles of academic integrity, applying contemporary research methods and approaches, and presents well-reasoned arguments and research findings to both academic and professional communities in compliance with the standards of academic ethics. 2.6. Makes strategic decisions for effective business management based on the critical analysis and innovative synthesis of information, using a broad range of research instruments and both quantitative and qualitative data analysis.
	The graduate additionally: 3.3. Applies theoretical knowledge of business administration to make research-informed decisions for managing complex, unpredictable, and multidisciplinary learning and professional environments and demonstrates the ability to adapt to such environments through innovative strategic approaches.

Map of mandatory training courses and program learning outcomes

№	Subject	Course status														
			Learning Outcomes													
Part I of the Programme				1.1	1.2	1.3	1.4	2.1	2.2	2.3	2.4	2.5	2.6	3.1	3.2	3.3
1	Integrated Management: Concepts and Strategies	(I)	*	*	*		*	*	*	*			*	*		
2	Managerial Economics	(I)	*	*	*		*	*	*	*			*	*		
3	Managerial Accounting and Budgeting	(I)	*	*	*		*	*	*	*						
4	Management Information Systems	(D) (M) (P)	*	*	*		*	*	*	*			*	*		
5	Entrepreneurship and Innovation Management	(D)	*	*	*		*	*	*	*			*	*		
6	Financial Management	(D)	*	*	*		*	*	*	*						
7	Value Chain Management	(D) (P)	*	*			*	*	*	*			*	*		
8	Project Management	(D) (M) (P)	*	*	*		*	*	*	*			*	*		
9	Strategic Marketing Management	(D)	*	*	*		*	*	*	*			*	*		
10	Strategic Human Resource Management	(D)	*	*	*		*	*	*	*						
Part II of the Programme			1.1	1.2	1.3	1.4	2.1	2.2	2.3	2.4	2.5	2.6	3.1	3.2	3.3	
11	Academic Writing for Master's Degree Students	(D) (M) (P)				*					*	*			*	
12	Qualitative Research Methods	(D) (M) (P)				*					*	*			*	
13	Quantitative Research Methods and Data Analysis Using SPSS	(D) (M) (P)				*					*	*			*	
14	Business Statistics	(I) (P)				*					*	*			*	

15	Master Thesis	(D) (M) (P)	*	*	*	*	*	*	*	*	*	*	*	*	*
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Course status

I – Introduction	D - Developing	P - Practical	M- Master

Map of the learning outcomes of the compulsory and elective courses of the Program				
Nº	Compulsory study courses of the main field of study	Knowledge and understanding	skills	Responsibility and autonomy
First year				
1	Integrated Management: Concepts and Strategies (I)	*	*	*
2	Managerial Economics (I)	*	*	*
3	Managerial Accounting and Budgeting (I)	*	*	
4	Management Information Systems (D) (M) (P)	*	*	*
5	Entrepreneurship and Innovation Management (D)	*	*	*
6	Financial Management (D)	*	*	
7	Value Chain Management (D) (P)	*	*	*
8	Project Management (D) (M) (P)	*	*	*
9	Strategic Marketing Management (D)	*	*	*
10	Strategic Human Resource Management (D)	*	*	
Second Year				
11	Academic Writing for Master's Degree Students (D) (M) (P)	*	*	*
12	Qualitative Research Methods (D) (M) (P)	*	*	*
13	Quantitative Research Methods and Data Analysis Using SPSS (D) (M) (P)	*	*	*
14	Business Statistics (I) (P)	*	*	*
17	Master Thesis (D) (M) (P)	*	*	*

Nº	Elective courses of the main field of study	Knowledge understandi	skills	Responsibility and autonomy
1	Leadership and Team Management (D)	*	*	*
2	Business Ethics (D)	*	*	
3	Data analysis and business modeling (D) (M) (P)	*	*	
4	International Brand Managemen(D) (M)	*	*	*
5	Sales management (D) (M)	*	*	
6	Risk management and insurance (D)	*	*	
7	Global Business (I)	*	*	
8	Business Law (I)	*	*	
9	Financial Markets and Institutions (D)	*	*	
10	Taxes and Fees (D)	*	*	
11	Sustainable Development and Circular Economy (I)	*	*	*
12	Economic Policy (D)	*	*	
13	Government procurement (I)	*	*	
14	Public and Private Partnership (I)	*	*	
15	Labor law and labor relations (I)	*	*	*
16	Introduction to Game Theory (I)	*	*	
17	Strategic Communication (D) (M)	*	*	*
18	The Changing Organizational Behavior and Human Resource Management Environment (D)	*	*	
19	Practice (D) (M) (P)	*	*	*