

**FACULTY OF ECONOMICS**

**STUDY PROGRAM –BUSINESS MANAGEMENT**

**UNDERGRADUTE STUDIES**

**(FIRST CYCLE OF 4 YEARS STUDIES)**

Skopje, 2019

**COURSES**

The study program in Business Management at the Faculty of Economics provides:

- Required courses (up to 60% of the courses),

- Elective courses from the faculty (in the volume of 30% of courses), and

- Elective courses from a unit of the University (in volume of 10% of courses).

Pursuant to the Law on Higher Education, including the Law on Amendments and Supplements to the Law on Higher Education, the students independently decide on the elective teaching courses represented at the university units in accordance with the Rulebook on compatibility of courses adopted by the university.

Such a study program provides a balanced (balanced) combination of basic knowledge, and at the same time a wider vocational training. In this way, students will be encouraged to develop creative and inventive procedures for solving problems related to data and information collection, procedures in the field of management.

After completing the fourth year and defending the diploma work, the student acquires the title Bachelor in Business Management (Bachelor in Business Management).

With graduation, the student acquires 240 ECTS.

**Undergaduate Program of Business Management**

**(4-years studies)**

**I year**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Code** | **Course** | **Total number of classes** | | | **Weekly number of classes** | | **ECTS** | **Workload** | |
| Lectures | Exercises | | Lectures | Exercises |
| **1st Semester** | | | | | | | | | | |
| 1 | EC111 | Principe of economics | 45 | 30 | 3 | | 2 | *8* | | 240 |
| 2 | MA111 | Mathematics for Business | 45 | 30 | 3 | | 2 | *8* | | 240 |
| 3 | EC112 | Principles of accounting | 45 | 30 | 3 | | 2 | *8* | | 240 |
| *One elective faculty course (List No.1)* | | | | | | | | | | |
| 4 | \* | Faculty courses (List No.1) | 45 | 30 | 3 | | 2 | *7* | | 210 |
| **2st Semester** | | | | | | | | | | |
| 1 | MA121 | Statistics for Business | 45 | 30 | 3 | | 2 | *8* | | 240 |
| 2 | EC121 | Managerial economy | 45 | 30 | 3 | | 2 | *8* | | 240 |
| *Two elective faculty courses* | | | | | | | | | | |
| 3 | \* | Elective faculty courses (List No.1) | 45 | 30 | 3 | | 2 | *7* | | 210 |
| 4 | \*\* | Elective university courses (List No.5) | 45 | 30 | 3 | | 2 | *6* | | 180 |
|  |  | **Total** | **600** | | **40** | | | **60** | **1800** | |

**Elective faculty courses** **(List No.1)**

|  |  |  |
| --- | --- | --- |
| **No.** | Code | **Course** |
|  |  | **1st Semester** |
| 1. | ME114 | Business Communication |
| 2. | ME115 | Management information systems |
| 3. | P114 | Business Law |
| 4. | EC114 | Applied Economics |
|  |  | **2st Semester** |
| 5. | ME123 | Theory of decision making |
| 6. | EC123 | Cost accounting |
| 7. | EC124 | Economic thought and development |

**II year**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Code** | **Course** | **Total number of classes** | | | | **Weekly number of classes** | | | **ECTS** | **Workload** |
| Lectures | Exercises | | | Lectures | Exercises | |
| **3st Semester** | | | | | | | | | | | |
| 1 | ME211 | Management | 45 | | 30 | 3 | | | 2 | 8 | 240 |
| 2 | EC212 | Financial accounting | 45 | | 30 | 3 | | | 2 | 8 | 240 |
| *One elective course from the list No 2* | | | | | | | | | | | |
| 3 | \* | Faculty courses (list No 2) | 45 | | 30 | 3 | | | 2 | 7 | 210 |
| **4st Semester** | | | | | | | | | | | |
| 1 | МЕ221 | Business planning | 45 | | 30 | 3 | | | 2 | 8 | 240 |
| 2 | ME222 | Financial Management | 45 | | 30 | 3 | | | 2 | 8 | 240 |
| *Two elective course from the following* | | | | | | | | | | | |
| 3 | \* | Faculty courses (List No.2) | 45 | | 30 | 3 | | | 2 | 7 | 210 |
| 4 | \*\* | University courses (List No.5) | 45 | | 30 | 3 | | | 2 | 6 | 180 |
|  |  | **Total** | **600** | | | **40** | | | | **60** | **1800** |

**Elective faculty courses** **(List No.2)**

|  |  |  |
| --- | --- | --- |
| **No.** | Code | Course |
| **3st Semester** | | |
| 1. | MR 211 | Marketing |
| 2. | EC212 | Banking |
| 3. | EC213 | Monetary economics |
| 4. | EC214 | International finance |
| 5. | EC215 | Transport and spedition |
| **4st Semester** | | |
| 6. | ME223 | Change management |
| 7. | ME224 | Strategic management |
| 8. | EC221 | Operational research |

**III year**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | Code | **Course** | Total number of classes | | | | Weekly number of classes | | | **ECTS** | Workload |
| Lectures | Exercises | | | Lectures | Exercises | |
| **5st Semester** | | | | | | | | | | | |
| 1 | EC311 | Imternational trade | 45 | | 30 | 3 | | | 2 | *8* | *240* |
| 2 | ME311 | Management of human resource | 45 | | 30 | 3 | | | 2 | *8* | *240* |
| 3 | МЕ312 | Small Business Management | 45 | | 30 | 3 | | | 2 | *8* | *240* |
| *One elective course from the list No 3* | | | | | | | | | | | |
| 4 | \* | Elective faculty courses (List No.3) | 45 | | 30 | 3 | | | 2 | *7* | *210* |
| **6st Semester** | | | | | | | | | | | |
| 1 | МЕ321 | International strategic management | 45 | | 30 | 3 | | | 2 | *8* | *240* |
| 2 | МЕ322 | International Management | 45 | | 30 | 3 | | | 2 | *8* | *240* |
| *Two elective course from the following* | | | | | | | | | | | |
| 3 | \* | Faculty courses (List No.3) | 45 | | 30 | 3 | | | 2 | 7 | 210 |
| 4 | \*\* | University courses (List No.5) | 45 | | 30 | 3 | | | 2 | 6 | 180 |
| **Total** | | | **600** | | | **40** | | | | **60** | **1800** |

**Elective faculty courses** **(List No.3)**

|  |  |  |
| --- | --- | --- |
| **No.** | Code | **Course** |
| **5st Semester** | | |
| 1. | ME313 | Marketing Management |
| 2. | EC312 | International economic relations |
| 3. | ME314 | Leadership |
| 4. | EC313 | Foreign exchange policy |
| 5. | MR311 | International Marketing |
| 6. | EC314 | Banking accounting system |
| **6st Semester** | | |
| 1. | EC321 | Securities and portfolio management |
| 2. | EC322 | Credit policy |
| 3. | ME323 | Project management |
| 4. | MR321 | Marketing services |
| 5. | MR322 | Strategic Marketing |

**IV year**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Code** | **Course** | **Total number of classes** | | **Weekly number of classes** | | **ЕКТС** | **Workload** |
| **7st Semester** | | | | | | | | |
| 1 | EC411 | Economic policies of EU | 45 | 30 | 3 | *2* | 8 | 240 |
| 2 | ME411 | Corporate governance | 45 | 30 | 3 | *2* | 8 | 240 |
| 3 | ME412 | Management and motivations | 45 | 30 | 3 | *2* | 8 | 240 |
| *One elective course from the list* | | | | | | | | |
| 4 | \* | Elective faculty courses (List No.4) | 45 | 30 | 3 | 2 | 7 | *210* |
| **8st Semester** | | | | | | | | |
| 1 | ME421 | Organizational Behavior | 45 | 30 | 3 | 2 | *8* | *240* |
| 2 | ME422 | Entrepreneurship | 45 | 30 | 3 | 2 | *8* | *240* |
| *Two elective course from the following list* | | | | | | | | |
| 3 | \* | Elective faculty courses (List No.4) | 45 | 30 | 3 | 2 | 7 | 210 |
| 4 | \*\* | Elective university courses (List No.5) | 45 | 30 | 3 | 2 | 6 | 180 |
| **Graduate thesis** | | |  |  |  |  |  |  |
| **Total** | | | **600** | | **40** | | **60** | **1800** |
| **Total (first cycle)** | | | | | | | **240** | **7200** |

**Elective faculty courses** **(List No.4)**

|  |  |  |
| --- | --- | --- |
| **No.** | Code | **Course** |
| **7st Semester** | | |
| 1. | EC414 | Corporate financial reporting |
| 2. | EC414 | International Financial Institutions and Organizations |
| 3. | ME414 | Operating management |
| 4. | MR414 | Brand Management |
| 5. | MR415 | Organization and control of marketing activities |
| 6. | EC413 | Tax management |
| **8st Semester** | | |
| 1. | EC423 | Managerial accounting |
| 2. | EC423 | World Market and Economic Integration |
| 3. | ME423 | Environmental Management |
| 4. | MR423 | Direct Marketing |
| 5. | MR424 | Marketing communication |

**List of optional university courses (List N ° 5)**

|  |  |  |  |
| --- | --- | --- | --- |
| **University list of free electives** | | | |
| **No.** | **Code** | **Course** | **Organizer** |
| 1 | OO112 | Special physical education 1 | Faculty of detectives and criminology |
| 2 | OO122 | Special physical education 2 | Faculty of detectives and criminology |
| 3 | EC122 | Economy and crime | Faculty of detectives and criminology |
| 4 | B112 | Protection of secret data | Faculty of detectives and criminology |
| 5 | P211 | Commercial law | Faculty of law |
| 6 | PN513 | Intellectual property right | Faculty of law |
| 7 | P121 | Criminal law | Faculty of law |
| 8 | PI223 | International Relations and Diplomacy | Faculty of law |
| 9 | MM | Multimedia | Faculty of informatics |
| 10 | ITCH | Internet technologies | Faculty of informatics |
| 11 | IT | Information Technology | Faculty of informatics |
| 12 | U311 | Photography | Faculty of art and desing |
| 14 | MOD221 | Modeling | Faculty of art and desing |
| 15 | U111 | Drawing | Faculty of art and desing |
| 17 | VK221 | Visual communications | Faculty of art and desing |
| 18 | ST115 | Ergonomics | Faculty of dentistry |
| 19 | ST233 | Preventive dentistry | Faculty of dentistry |
| 20 | ST116 | Oral hygiene | Faculty of dentistry |

**FIRST YEAR -**

**OBLIGATORY COURSES**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1. | Course name | | | Principle of Economics | | | | | | | | |
| 2. | Course code | | | EC 111 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 1/1 | | | | 7. | Number of credits according ECTS | | | 8 |
| 8. | Pre-requisites | | | No | | | | | | | | |
| 9. | Course goals:  The purpose of the course is to help students understand the meaning, the essence of the economy as a science. Taking into consideration that the direction of overcoming certain programs is more specialized, the content of this discipline has greatly attempted to more precisely address exactly those issues and problems that will directly enable application in the practical engagement of graduated economists. | | | | | | | | | | | |
| 10. | Course contents:  Upon completion of the course, students should be able in practice to apply the acquired theoretical knowledge of the basic economic laws and categories, such as:  - the economy as a science  - basic economic principles  - supply and demand: two magical words  - consumers, producers and efficiency of markets  - money: functions, types, circulation ... inflation  - Finance: system, markets ... foreign currencies  - sources of business capital  - trade: winners and losers  - services are the fastest growing part of the global economy  - state and fiscal policy  - the labor market  - gross domestic product: wealth of the nation. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 8 ЕCTS x 30 hours =240 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+55+20+90=240 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 55 hours | |
| 15.2. | | | Independent work | | | | | 20 hours | |
| 15.3. | | | Home studying | | | | | 90 hours | |
| 16. | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Evaluation of the students knowledge in the particular field, according to the Article 107 from the Law for higher education, is carried out continuously during the educational process | | | | | | | |

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| 1. | Course name | | | Mathematics for Business | | | | | | | | |
| 2. | Course code | | | MA111 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 1/1 | | | | 7. | Number of credits according ECTS | | | 8 |
| 8. | Pre-requisites | | | Mathematics | | | | | | | | |
| 9. | Objectives of the course program (competences):  The main objective of the course is to provide students with basic mathematical knowledge, which is necessary for the theory of probability and business statistics. | | | | | | | | | | | |
| 10. | Course content:  An overview of the algebra. A system of real numbers. Polynomials. Factoring. Fractions. Exponents and radicals. Equations. Mathematical functions. Functions. Types of functions. Graphic presentation of functions. Linear functions. Linear equations. Systems of linear equations. Introduction to permutations and combinations. Non-linear functions. Differentiation. Optimization: Methodology and Applications. Exponentials and logarithmic functions. Optimization: Functions with several variables. Calculation of integrals: introduction. Calculation of integrals: application. Financial Mathematics. Interest and its calculation. Calculation of payments. Annuities and their future value. Annuities and their present value. Cost - Benefit Analysis. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 8 ЕCTS x30 hours =240 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+55+20+90 = 240 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 55 hours | |
| 15.2. | | | Independent work | | | | | 20 hours | |
| 15.3. | | | Home studying | | | | | 90 hours | |
| 16. | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Evaluation of the students knowledge in the particular field, according to the Article 107 from the Law for higher education, is carried out continuously during the educational process | | | | | | | |

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| 1. | Course name | | | Principles of Accounting | | | | | | | | |
| 2. | Course code | | | EC112 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 1/1 | | | | 7. | Number of credits according ECTS | | | 8 |
| 8. | Pre-requisites | | | Basic knowledge of economics | | | | | | | | |
| 9. | Course goals:  The main objective of the course is to provide students with basic knowledge in accounting. Students should be able to define accounting, to understand and be able to prepare the basic financial statements, to be aware of the accounting cycle phases, accounting records of assets, liabilities, capital, income, expenditures and financial result. Students should get acquainted with accounting regulations in national and international frameworks through the study of International Accounting Standards. | | | | | | | | | | | |
| 10. | Course contents:  Introduction and development of accounting. Accounting concepts and qualitative characteristics of accounting information. Accounts as an instrument of the accounting procedure. Accounting cycle in business enterprises. Analytical records. Fixed and current assets. Long-term and current liabilities. Financial results and owners’ equity. Accounting errors. Accounting regulations in international and national frames. Perspectives of the accounting as a profession. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 8 ECTS \* 30 hours = 240 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+55+20+90 = 240 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 55 hours | |
| 15.2. | | | Independent work | | | | | 20 hours | |
| 15.3. | | | Home studying | | | | | 90 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | Statistics for Business | | | | | | | | |
| 2. | Course code | | | MA121 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 1/2 | | | | 7. | Number of credits according ECTS | | | 8 |
| 8. | Pre-requisites | | | Mathematic for Business | | | | | | | | |
| 9. | Objectives of the course program (competences):  The curriculum in the Business Statistics course aims to help students understand the significance, the essence of statistical science, if the science of mass events, to understand the theory of probability, the dynamic data analysis, the methods of central tendency and time series. | | | | | | | | | | | |
| 10. | Course content:  Upon completion of the course, students should be able in practice to apply the acquired theoretical knowledge about the techniques and methods of statistical methods. The content of the course is focused on the following thematic content:  - Definition, meaning and role of statistics,  - The probability theory,  - Assessment and study of hypotheses,  - Study of the sample,  - Index numbers and descriptive analyzes,  - Simple linear degression,  - Time series, | | | | | | | | | | | |
| 11. | Learning Methods: Method of case study, discussion. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 8 ЕCTS x 30 hours =240 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+55+20+90 = 240 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 55 hours | |
| 15.2. | | | Independent work | | | | | 20 hours | |
| 15.3. | | | Home studying | | | | | 90 hours | |
| 16. | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Evaluation of the students knowledge in the particular field, according to the Article 107 from the Law for higher education, is carried out continuously during the educational process | | | | | | | |

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| 1. | Course name | | | Managerial Economics | | | | | | | | |
| 2. | Course code | | | EC 121 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 1/2 | | | | 7. | Number of credits according ECTS | | | 8 |
| 8. | Pre-requisites | | | Principle of Economics | | | | | | | | |
| 9. | Course goals:  The study of matter in the field of managerial economics should guide the students in the direction of understanding and improving the managerial processes of effective decision making. The managerial economy, above all, should help students become creators of the business strategy of companies | | | | | | | | | | | |
| 10. | Course content:  Determining the managerial economy, entrepreneurial idea, analysis and market research, defining the target group; Establishment and location of the firm; company registration - types of companies; Classification and size of the company, the organization as the main entity of the market - organizational functions, (production function, sale, purchase, creation of product from idea to realization), management of labor assets, cost-management of costs; Payment of labor, JIT system, economic optimization, managerial decision making process, decision-making in terms of risk and uncertainty, costs in function of economy of operation; the production function of the firm, analyzing and predicting demand and supply on the market, maximizing the financial result of the firm in different market structures, selling prices as an instrument for managerial decisions, planning, monitoring and evaluation of investments. | | | | | | | | | | | |
| 11. | Learning Methods: Method of case study, discussion. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 8 ЕCTS \* 30 hours = 240 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+35+30+100 =240 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 35 hours | |
| 15.2. | | | Independent work | | | | | 30 hours | |
| 15.3. | | | Home studying | | | | | 100 hours | |
| 16. | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Evaluation of the students knowledge in the particular field, according to the Article 107 from the Law for higher education, is carried out continuously during the educational process | | | | | | | |

**FIRST YEAR**

**ELECTIVE FACULTY COURSES**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
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| 1. | Course name | | | Business Communication | | | | | | | | |
| 2. | Course code | | | ME111 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 1/1 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Basic knowledge of economics | | | | | | | | |
| 9. | Course goals: After completing the course, students should be able to understand the importance of communication between business companies, and between individuals in order to provoke interest to the public, (consumers), to make changes to ensure a better future, to successfully combine the instruments and elements of business communication, to help in the successful advocacy of firms on an increasingly uncertain and more competitive market, to apply modern communication in the work of companies, and to improve the performance of companies by presenting the values of their products and services, encouraging buying, demonstrating professional skills. | | | | | | | | | | | |
| 10. | Course contents: The purpose of the course is to familiarize students with business communication as a process by which information is transferred between individuals or organizations. Communicating will be studied as an exchange of facts, ideas, thoughts or emotions between two or more individuals and between organizations. It means that information, facts, ideas, messages or emotions are directed to a particular recipient who needs to hear or feel, to understand and respond. For this purpose, the course includes: the basics of communication; communication media; interpersonal communication; written business messages; writing reports; voice and presentation skills as well as electronic communication. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ЕCTS \* 30 hour s= 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+45+45+45=210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-Evaluation | | | | | | | |

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| 1. | Course Title | | | Management Information Systems | | | | | | | | |
| 2. | Course code | | | МЕ114 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 1 / 1 | | | | 7. | ECTS credits | | | 7 |
| 8. | Prerequisits | | | Informatics - basic knowledge | | | | | | | | |
| 9. | Objectives of the course program (competences):  Mastering the basic information skills, familiarizing with the computer systems, with the information systems, with the ways for creating, collecting, processing documents, informatizing the company, e-business, cybercrime and protection from it, business graphics and business presentations . | | | | | | | | | | | |
| 10. | Course content:  Basic information skills, computer systems, information systems, digital document (the way of creation, collection, processing and distribution), computerization of the company, e-business, cybercrime and protection from it, business graphics and business presentations.  Computer skills are practically studied within the teaching process (Windows, Word, Excel, Power Point), using the Internet from economic aspect. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ECTS \* 30 hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+45+45+45=210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lecturing - theoretical | | | | | 45 hours | |
| 14.2. | | | Exercises (laboratory, seminars) | | | | | 30 hours | |
| 15. | Other activity forms | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Individual tasks | | | | | 45 hours | |
| 15.3. | | | Home learning | | | | | 45 hours | |
| 16. | Assessment methods | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | up to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 55 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian and/or English | | | | | | | |
| 20. | Evaluation methods | | | | Continuoulsy during the semster | | | | | | | |

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| 1. | Course name | | | Business Law | | | | | | | | |
| 2. | Course code | | | P111 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM – Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 1/1 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Fundamentals of Economics | | | | | | | | |
| 9. | Course goals: The purpose of the program is to meet the needs of students studying commerce law and to enable students to know the organization and work of trade companies, their activities, rights and obligations, the bankruptcy procedure and the liquidation of them. Also, the necessity in the work of the companies is also the introduction of students with securities and industrial property. In this way, students will master the professional, theoretical and practical terminology of this field of commerce, which is necessary for the further monitoring of the teaching after the other study years | | | | | | | | | | | |
| 10. | Course contents: The teaching content of the commercial law course is divided into four parts. The first part is dedicated to the legal status (legal status) of traders, types of traders and trade companies (establishment, operation, termination). The second part refers to the supply of goods and trade services performed by individual traders. The third part refers to industrial property and the fourth part is devoted to the money supply transactions (securities, bill of exchange and check). | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ЕCТS \* 30 hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+45+45+45=210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Evaluation of the students knowledge in the particular field, according to the Article 107 from the Law for higher education, is carried out continuously during the educational process | | | | | | | |

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| 1. | Course name | | | Applied Economics | | | | | | | | |
| 2. | Course code | | | EC 114 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 1/1 | | | | 7. | Number of credits according ECTS | | | 7 |
| 7. | Pre-requisites | | | Non | | | | | | | | |
| 8. | **Course goals**: The purpose of the course is for students to form knowledge of applied economics at the national and global level, the benefits from openness, the loses from the closeness of the national economy, the essential parameters such as: the growth of the GDP, employment and consumption, the role of the government. In this way, students will prepare for: self-comprehensively perceiving analytical and organizational problems in solving future developmental economic projects. | | | | | | | | | | | |
| 9. | Course contents:  The definition of the economic system, Elements of the economic policy, Economics as the course of applied economics as a science, Methods of applied economic science, Elements of economic systems, Interactions between elements of the economic systems, Classification of economic systems, Globalization and economic systems , Universal economic problems and economic systems, Problems and perspectives in the development of the Macedonian economy in the new world economic order, Phases of the economic development of Macedonia, Urban planning and the economic development, as well as, the regional development in the Republic of Macedonia. | | | | | | | | | | | |
| 10. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 12. | Distribution of the available time | | | | | | 45+30+45+45+45 = 210 hours | | | | | |
| 13. | Forms of teaching activities | | 15.1. | | | Lectures - Theory | | | | | 45 hours | |
| 15.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 14. | Other forms of activities | | 16.1. | | | Projects | | | | | 45 hours | |
| 16.2. | | | Independent work | | | | | 45 hours | |
| 16.3. | | | Home studying | | | | | 45 hours | |
| 15 | Method of assessment | | | | | | | | | | | |
| 17.1. | Tests | | | | | | | | 60 points | | |
| 17.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 17.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 60% of tests points | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | Theory of Decision Making | | | | | | | | |
| 2. | Course code | | | ME 123 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 1/2 | | | | 7. | Number of credits according ECTS | | | 7 |
| 7. | Pre-requisites | | | Principles of economies | | | | | | | | |
| 8. | Course goals:  The purpose of this course is to prepare students to effectively make decisions and solve problems as a vital part of the daily work of every manager. The intent of this course is to improve student’s skills for decision making. It enables learning through the process of solving problems  and decision-making, learning techniques for making business decisions and characteristics of individual and group decision making. | | | | | | | | | | | |
| 9. | Course contents:  Course of the elaboration are: nature of decision making, conceptual definition of  decision-making and the process of decision-making, terms of decision making, styles of  decision-making, models of decision making, ethics in decision making,  defining individual and group decision making. | | | | | | | | | | | |
| 10. | Learning methods: Method of oral presentation and dialogue. | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 12. | Distribution of the available time | | | | | | 45+30+45+40+45 = 210 hours | | | | | |
| 13. | Forms of teaching activities | | 15.1. | | | Lectures - Theory | | | | | 45 hours | |
| 15.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 14. | Other forms of activities | | 16.1. | | | Projects | | | | | 45 hours | |
| 16.2. | | | Independent work | | | | | 45 hours | |
| 16.3. | | | Home studying | | | | | 45 hours | |
| 15 | Method of assessment | | | | | | | | | | | |
| 17.1. | Tests | | | | | | | | 60 points | | |
| 17.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 17.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 60% of tests points | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | Cost Accounting | | | | | | | | |
| 2. | Course code | | | EC123 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 1/2 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Basic knowledge of economics | | | | | | | | |
| 9. | Course goals:  The main objective of the course is to introduce students with the role and significance of costs in the operation of the organizations. By studying this course, students will be introduced to the basic types of costs and their accounting treatment within the accounting system of the organizations. In this way, management is provided with the quantitative information that are essential for the planning and analysis of operations. The comprehensive cost analysis implies the application of a number of procedures and methods for determining the cost data and their further use in the process of preparing the financial statements, business decision-making, as well as in the process of planning, controlling and analyzing the results of operations. | | | | | | | | | | | |
| 10. | Course contents:  Cost accounting as a subsystem of the accounting system; Types of costs; Costs as a methodological basis for economic analysis; Cost-volume-profit analysis; Accounting procedures for cost records (individual production, process production); Accounting planning and cost control; Standard costing and other operating standards; Forms of cost allocation; Activity-based costing; Responsibility accounting; Application of cost accounting in business decision-making and economic analysis. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ECTS \* 30 = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+35+50+50 = 210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures – Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 35 hours | |
| 15.2. | | | Independent work | | | | | 50 hours | |
| 15.3. | | | Home studying | | | | | 50 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | Economic Theory and Development | | | | | | | | |
| 2. | Course code | | | EC 123 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 1/2 | | | | 7. | Number of credits according ECTS | | | 7 |
| 7. | Pre-requisites | | | Macroeconomics and Mathematics | | | | | | | | |
| 8. | **Course goals**:  The goal of the course is to provide students with basic knowledge about goals, models, factors, measurement, strategies and determinants with economic growth and development. | | | | | | | | | | | |
| 9. | Course contents:  The course is a fundamental economic discipline that at the center of its research has the theory and practice of economic development. Within the framework of the economic development, students will study the development goals; classical, exogenous and endogenous models of economic growth and development; factor growth (labor, land, capital, technological progress, R&D, knowledge) and their impact to the growth; strategies and policies of economic development; measurement of GDP, growth and other socio-economic development indicators (PQLI, HDI, Gini), as well as some aspects of international financing for development. | | | | | | | | | | | |
| 10. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 12. | Distribution of the available time | | | | | | 45+30+45+45+45 = 210 hours | | | | | |
| 13. | Forms of teaching activities | | 15.1. | | | Lectures - Theory | | | | | 45 hours | |
| 15.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 14. | Other forms of activities | | 16.1. | | | Projects | | | | | 45 hours | |
| 16.2. | | | Independent work | | | | | 45 hours | |
| 16.3. | | | Home studying | | | | | 45 hours | |
| 15 | Method of assessment | | | | | | | | | | | |
| 17.1. | Tests | | | | | | | | 60 points | | |
| 17.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 17.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 60% of tests points | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

**SECOND YEAR**

**OBLIGATORY COURSES**

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| 1. | Course name | | | **Management** | | | | | | | | |
| 2. | Course code | | | ME 211 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First | | | | | | | | |
| 6. | Academic year / semester | | | 2/3 | | | | 7. | Number of credits according ECTS | | | 8 |
| 7. | Pre-requisites | | |  | | | | | | | | |
| 8. | Course goals:  The aim of the course is for students to learn and manage opportunities to create and develop institutional conditions necessary for the development of human potential. The course will provide students with the knowledge and content of management of human potential in terms of creating conditions for implementation the strategic goals of the organization and the state. Students will be trained for a creative approach to the management and development of human potential in any organization. | | | | | | | | | | | |
| 9. | Course contents:  Course of the elaboration: the nature of human resource, functions and activities of human resources, internal and external environment of human resources management, individual differences between people in the organization, analysis and diagnosis of middle management of human resources, goals of human resource management, human resources, design of labor, analysis of labor, human resource planning, recruitment of human resources, selection of human resources, training, career management, training of quality of life, labor, performance evaluation and reward human factor in the organization. | | | | | | | | | | | |
| 10. | Learning methods: Method of case study, discussion.. | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 8 ECTS x 30 hours = 240 hours | | | | | |
| 12. | Distribution of the available time | | | | | | 45+30+55+55+55 = 240 hours | | | | | |
| 13. | Forms of teaching activities | | 15.1. | | | Lectures - Theory | | | | | 45 hours | |
| 15.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 14. | Other forms of activities | | 16.1. | | | Projects | | | | | 55 hours | |
| 16.2. | | | Independent work | | | | | 55 hours | |
| 16.3. | | | Home studying | | | | | 55 hours | |
| 15  16 | Method of assessment | | | | | | | | | | | |
| 17.1. | Tests | | | | | | | | 60 points | | |
| 17.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 17.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 60% of tests points | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | **Financial Accounting** | | | | | | | | |
| 2. | Course code | | | EC211 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 2/3 | | | | 7. | Number of credits according ECTS | | | 8 |
| 8. | Pre-requisites | | | Principles of accounting | | | | | | | | |
| 9. | Course goals:  The basic course objective is to provide students with modern concepts of financial accounting. Students will be able to master the financial analysis, record keeping and summarize of accounting transactions. This course should be a step further in the study of the basic financial categories and application of the basic principles, assumptions, standards and legislation in the preparation of the financial statements for general purpose. Learning specific problems in determining expenditures and revenues for the purpose of rational decision-making in cost allocation, as well as studying the accounting treatment of VAT (value added tax) and international accounting standards. The knowledge acquired from this course is also necessary to follow further courses in finance, accounting and auditing. | | | | | | | | | | | |
| 10. | Course contents:  Determination of financial accounting. Accounting concepts and qualitative characteristics of accounting information. Financial reporting. Accounting cycle in business entities. Chart of Accounts. Fixed and current assets. Costs. Capital and liabilities. Revenues, expenses and financial result. Off-balance records. Harmonization of accounting practice. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 8 ECTS x 30 hours = 240 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+55+55+55 = 240 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures – Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 55 hours | |
| 15.2. | | | Independent work | | | | | 55 hours | |
| 15.3. | | | Home studying | | | | | 55 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | **Business Planning** | | | | | | | | |
| 2. | Course code | | | ME221 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM -Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | first cycle | | | | | | | | |
| 6. | Academic year / semester | | | 2/4 | | | | 7. | Number of credits according ECTS | | | 8 |
| 7. | Pre-requisites | | | Managerial economics, Management. | | | | | | | | |
| 8. | Course goals:Aim of the course is to introduced with business planning. | | | | | | | | | | | |
| 9. | Course contents:  Character and concept of business planning. Essentially elements, reasons for expansion, categories. Importance of planning (meaning, need, distribution and disadvantages). Models of business planning. The relationship between the plan and management. Products of the planning process. Objectives (mission, goals, setting, significance, characteristics). Business policy (definition, characteristics, classification, species, time horizon and audit). Strategic and tactical planning. Prerequisites for rational planning. Prediction ( economic horizon, assumptions, choice of methods, forecasting and planning, intuitive methods, statistical methods, quantitative methods, evaluation of the prediction). System information, methodology, organization, decision making, and planning methods. Current planning. Essence and areas of application for business decision making. | | | | | | | | | | | |
| 10. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 8 ECTS x 30 hours = 240 hours | | | | | |
| 12. | Distribution of the available time | | | | | | 45+30+40+25+100 = 240 hours | | | | | |
| 13. | Forms of teaching activities | | 15.1. | | | Lectures - Theory | | | | | 45 hours | |
| 15.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 14. | Other forms of activities | | 16.1. | | | Projects | | | | | 40 hours | |
| 16.2. | | | Independent work | | | | | 25 hours | |
| 16.3. | | | Home studying | | | | | 100 hours | |
| 15.  16. | Method of assessment | | | | | | | | | | | |
| 17.1. | Tests | | | | | | | | 60 points | | |
| 17.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 17.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Achieve success of three colloquia of written exam. | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self evaluation | | | | | | | |

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| 1. | Course name | | | **Financial Management** | | | | | | | | |
| 2. | Course code | | | ME 222 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM – Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First CYCLE | | | | | | | | |
| 6. | Academic year / semester | | | 2/4 | | | | 7. | Number of credits according ECTS | | | 8 |
| 7. | Pre-requisites | | | Fundamentals of Economics, Business Mathematic | | | | | | | | |
| 8. | Course goals: The main objective of this course is to acquire theoretical and practical knowledge in the field of financial management. Basic emphasis will be given to the realization of the basic scientific achievements that are applied in the contemporary world investment practice. | | | | | | | | | | | |
| 9. | Course contents: Financial management, as a special finance area, incorporates the relevant issues in the area of ​​financial structure, taxation, conditions and method of making final financial decisions by the company. The course covers necessary content for students to finance master, especially the part that relates to their corporations finance management. The course content focuses on mastering the concept of money time dimension, determining the relationship between risk and yield, securities valuation and evaluating and understanding financial derivatives. The course is focused on financial reports analysis , financial analysis and planning. The overall activity of the enterprise can be presented as a set of investment, financial and operational activities and accurately determined means and sources for their execution. The ultimate goal of all activities is the increase value of the company, that is, the increase in the shareholders wealth, which is done through the design and realization of the desired relationship between the yield and the risk and the management of the funds and the sources of capital. Financial management provides a response and a proposal for use, ie for using the funds, providing sources for their financing, the cost of capital, deciding on the distribution of profits, the dividend policy, making the ultimate goal viable. | | | | | | | | | | | |
| 10. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 8 ECTS x 30 hours = 240 hours | | | | | |
| 12. | Distribution of the available time | | | | | | 45+30+55+55+55 = 240 hours | | | | | |
| 13. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 14. | Other forms of activities | | 15.1. | | | Projects | | | | | 55 hours | |
| 15.2. | | | Independent work | | | | | 55 hours | |
| 15.3. | | | Home studying | | | | | 55 hours | |
| 15.  16. | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Evaluation of the students knowledge in the particular field, according to the Article 107 from the Law for higher education, is carried out continuously during the educational process | | | | | | | |

**SECOND YEAR**

**ELECTIVE FACULTY COURSES**

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| 1. | Course name | | | **Marketing** | | | | | | | | | |
| 2. | Course code | | | MR211 | | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM – Faculty of Economics | | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | | |
| 6. | Academic year / semester | | | 2/3 | | | | 7. | Number of credits according ECTS | | | 8 | |
| 7. | Pre-requisites | | | Basic knowledge of economics | | | | | | | | | |
| 8. | Course goals: The goal of the course is to familiarize students with the basics of marketing, the ways in which marketing is functioning on the market, as well as the disposal and proper use of the marketing instruments. | | | | | | | | | | | | |
| 9. | Course contents: Introduction to marketing (concept, definition, development, application).Consumption and purchasing (market and market segmentation, consumers’ needs, the law of demand). Gathering information for decision-making in marketing (market research, market analysis). Content of marketing (product, place, prices, promotion). Management of marketing activities (planning, defining the marketing policy, role, importance and objectives of marketing planning, marketing strategy, marketing decisions, marketing organization, control of marketing activities). Optimization of marketing instruments. Marketing of services. Marketing in international trade. | | | | | | | | | | | | |
| 10. | Learning methods: Method of case study, discussion. | | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 8 ЕCTS \* 30 = 240 hours | | | | | | |
| 12. | Distribution of the available time | | | | | | 45+30+55+20+90=240 hours | | | | | | |
| 13. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | | |
| 14. | Other forms of activities | | 15.1. | | | Projects | | | | | 55 hours | | |
| 15.2. | | | Independent work | | | | | 20 hours | | |
| 15.3. | | | Home studying | | | | | 90 hours | | |
| 15.  16 | Method of assessment | | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | | |
| 20. | Evaluation methods | | | | Self-Evaluation | | | | | | | | |
| 1. | Course name | | | **Monetary Economics** | | | | | | | | |
| 2. | Course code | | | EC213 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 2/3 | | | | 7. | Number of credits according ECTS | | | 7 |
| 7. | Pre-requisites | | | Principal of economics | | | | | | | | |
| 8. | Course goals:  The objectives of the course are to assist students to gain knowledge about the type of measures and instruments of monetary policy of the Central Bank. | | | | | | | | | | | |
| 9. | Course contents:  - Monetary economy as teory, policy and practice;  - Theoretical aspects of money and sredit;  - Monetary and credit system;  - Foundations of the theory of monetary-credit policy;  - Instruments oe f monetary – credit policy;  - Monetary aggregates and monetary balance and imbalance;  - The role of monetary policy in promoting ecenomic growth and development. | | | | | | | | | | | |
| 10. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 7 ECTS x30=210 hours | | | | | |
| 12. | Distribution of the available time | | | | | | 45+30+45+25+65=210 hours | | | | | |
| 13. | Forms of teaching activities | | 15.1. | | | Lectures – Theory | | | | | 45 hours | |
| 15.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 14. | Other forms of activities | | 16.1. | | | Projects | | | | | 45 hours | |
| 16.2. | | | Independent work | | | | | 25 hours | |
| 16.3. | | | Home studying | | | | | 65 hours | |
| 15  16 | Method of assessment | | | | | | | | | | | |
| 17.1. | Tests | | | | | | | | 60 points | | |
| 17.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 17.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 50% of tests points | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation. | | | | | | | |

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| 1. | Course name | | | **Banking** | | | | | | | | |
| 2. | Course code | | | EC 212 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 2/3 | | | | 7. | Number of credits according ECTS | | | 7 |
| 7. | Pre-requisites | | | Fundamentals of Economics, Financial Management | | | | | | | | |
| 8. | Course goals: The goal is for students to become acquainted with banking operations, organization and functioning of banks. | | | | | | | | | | | |
| 9. | Course contents: Banking industry characteristics and structure, contemporary trends in banking, functioning of the different types of banks (commercial banks, investment banks, universal and private banks), manners of anticipating and minimizing potential risks. The banking business policies, the organizational structure of the banks, the corporate governance of the banking industry and the commercial activities of the banks (deposit-credit activities, investment activities, Islamic banking, working with debit-credit cards, trustee services) are emphasized. The CAMELS concept is elaborated (indicators for measuring the performance of banks and structure of the Basel accords for determining the capital adequacy, transparency and supervision of banks (Basel I and Basel II)). | | | | | | | | | | | |
| 10. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 7 ECTS x30=210 hours | | | | | |
| 12. | Distribution of the available time | | | | | | 45+45+45+45+45=210 hours | | | | | |
| 13. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 14. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 15  16. | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Evaluation of the students knowledge in the particular field, according to the Article 107 from the Law for higher education, is carried out continuously during the educational process | | | | | | | |

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| 1. | **Course name** | | | **International Finance** | | | | | | | | |
| 2. | Course code | | | EC 214 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 2/3 | | | | 7. | Number of credits according ECTS | | | 7 |
| 7. | Pre-requisites: | | | Microeconomics | | | | | | | | |
| 8. | **Course goals**:  The goal is for students to become familiar with the structure of the global financial system, the characteristics of the global monetary system and the structure of the financial market (foreign exchange market, euro markets, derivatives markets, capital markets: stocks and bonds). | | | | | | | | | | | |
| 9. | Course contents:  Course of the International Finance includes::  - exchange of currencies and foreign exchange transactions,  - international investments,  - international trading and transactions with financial instruments,  - Institutional setup of the international monetary system  - Balance of payments,  - hedging market risks,  - related to foreign exchange risk, international taxation, legal framework and regulation among countries.  Special emphasis is placed on the international flow of capital using divergent types of financial instruments in order to generate above average yield and insurance against existing market risks. Problems arising from asymmetric information, the role of financial intermediaries, causes that can trigger a crisis (uncertainty, price oscillation, etc.) in the banking and financial sector and the process of hedging and speculation with existing risks.. | | | | | | | | | | | |
| 10. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 12. | Distribution of the available time | | | | | | 45+30+40+40+55 = 210 hours | | | | | |
| 13. | Forms of teaching activities | | 15.1. | | | Lectures - Theory | | | | | 45 hours | |
| 15.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 14. | Other forms of activities | | 16.1. | | | Projects | | | | | 40 hours | |
| 16.2. | | | Independent work | | | | | 40 hours | |
| 16.3. | | | Home studying | | | | | 55 hours | |
| 15 | Method of assessment | | | | | | | | | | | |
| 17.1. | Tests | | | | | | | | 60 points | | |
| 17.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 17.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 60% of tests points | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | **Course name** | | | **Transport and** **Forwarding** | | | | | | | | |
| 2. | Course code | | | EC 215 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 2/3 | | | | 7. | Number of credits according ECTS | | | 7 |
| 7. | Pre-requisites | | | Macroeconomics | | | | | | | | |
| 8. | **Course goals**: The basic postulates of the course are to familiarize students with the basic types and contemporary models and techniques applied in international transport, forwarding and logistics. In modern economic science, the study of transport arises from mass use of transport in everyday life linking the production, exchange of goods.  Theoretical and methodological knowledge and experiences are necessary for understanding the basic characteristics in the development of the traffic system. International transport is a significant economic activity, because without it the international exchange system can’t function. Modern, efficient and rational dimensioned traffic is the basic requirement for the full functioning of the national economy in each country. However, the most important place in the analysis has been given to the new changes and contents in international traffic, because they are the core of the new world economy, which enable maintaining the vitality of contemporary international trade.. | | | | | | | | | | | |
| 9. | Course contents:The role of transportation as a significant economic activity; The significance of traffic in the development; Basic stages in the development of logistic types and their classification; Importance of transport policy for EU countries; the foreign trade in the EU by types of traffic; Existing traffic infrastructure conditions in Macedonia; Foreign Trade of the Republic of Macedonia by types of traffic; International freight forwarding; Basic characteristics of international freight forwarding; The emergence and development of freight forwarding; General terms in the freight forwarding; Terms of Freight Forwarding and Freight Forwarder; Function of international forwarding in foreign trade and international transport; Importance of the activity of the freight forwarder in the national economy, transport and foreign trade system; Legal sources for freight forwarding in Macedonia; Professional organizations for international freight forwarding; FIATA Documents, Freight forwarding information system; Incoterms; Defining logistic systems; How logistics systems work; Order processing; Management of inventory; Basic goals of logistics systems; New trends in logistics; Logistic decisions; Structure of the general logistics system; Mega Logistics Systems; Global Logistics Systems; Inter logistic systems; Intralogistics systems; Service logistics systems; Information logistics systems | | | | | | | | | | | |
| 10. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 12. | Distribution of the available time | | | | | | 45+30+40+40+55 = 210 hours | | | | | |
| 13. | Forms of teaching activities | | 15.1. | | | Lectures - Theory | | | | | 45 hours | |
| 15.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 14. | Other forms of activities | | 16.1. | | | Projects | | | | | 40 hours | |
| 16.2. | | | Independent work | | | | | 40 hours | |
| 16.3. | | | Home studying | | | | | 55 hours | |
| 15 | Method of assessment | | | | | | | | | | | |
| 17.1. | Tests | | | | | | | | 60 points | | |
| 17.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 17.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 60% of tests points | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | **Change management** | | | | | | | | |
| 2. | Course code | | | ME 223 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 2/4 | | | | 7. | Number of credits according ECTS | | | 7 |
| 7. | Pre-requisites | | | No | | | | | | | | |
| 8. | Course goals: The aim of the course is for students to prepare for a business world that is continually changing and adapting to changes that occur on a local, regional and international level. The modern business environment requires the organization and its employees to continually change their approach to the same and the way they perform their work activities and tasks. Accordingly, the most successful enterprises are those that adapt quickly and easily to market changes. Because of this, students must prepare for the constant change of attitudes, understandings and manner of behavior based on the recorded signals from the market. | | | | | | | | | | | |
| 9. | Course contents: The course of elaboration is: the nature of organizational changes, the types of organizational changes, the need for changes and the identification of the factors that cause change, the process of introducing change, roles and responsibilities in the process of change, dealing with the resistance to change, the concept and definition of management of changе, production, cost control, organizational structure of production. | | | | | | | | | | | |
| 10. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 12. | Distribution of the available time | | | | | | 45+30+45+45+45 = 210 hours | | | | | |
| 13. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (auditory), seminars, team work | | | | | 30 hours | |
| 14. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 15.  16. | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Evaluation of the students knowledge in the particular field, according to the Article 107 from the Law for higher education, is carried out continuously during the educational process | | | | | | | |

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| 1. | Course name | | | **Strategic management** | | | | | | | | |
| 2. | Course code | | | ME224 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 2/4 | | | | 7. | Number of credits according ECTS | | | 7 |
| 7. | Pre-requisites | | | Management | | | | | | | | |
| 8. | Course goals:Students learn about strategic management as a process | | | | | | | | | | | |
| 9. | Course contents:  Strategic planning and decision making for future operations and behavior to achieve change, fundamentals of strategic management or strategic planning (development strategy and its implementation, appraisal or valuation) conducting operations through three strategic elements: strategic analysis, formulation the strategy and implementation of the strategy, external environment (segments of the general environment, structural analysis of the activity, analysis of the competitors), internal environment (functional analysis, values, PIMS and SWOT analysis), the nature of international strategic management (international environment, competitive advantage in international strategy formulation, choice of international strategy, execution, evaluation and control of international strategy). | | | | | | | | | | | |
| 10. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 12. | Distribution of the available time | | | | | | 45+30+45+45+45 = 210 hours | | | | | |
| 13. | Forms of teaching activities | | 15.1. | | | Lectures - Theory | | | | | 45 hours | |
| 15.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 14. | Other forms of activities | | 16.1. | | | Projects | | | | | 45 hours | |
| 16.2. | | | Independent work | | | | | 45 hours | |
| 16.3. | | | Home studying | | | | | 45 hours | |
| 15  16 | Method of assessment | | | | | | | | | | | |
| 17.1. | Tests | | | | | | | | 60 points | | |
| 17.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 17.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Passed first, second and third colloquium. | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Continuous and gradual or summative assessment, which will use oral and written assessment. | | | | | | | |

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| 1. | Course name | | | **Operational research** | | | | | | | | |
| 2. | Course code | | | EC 221 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 2/4 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Mathematic and Statistic | | | | | | | | |
| 9. | Objectives of the course program (competences):  The study program in the course Operational research aims to help students understand the meaning, essence and technique of network planning and management. If it is known that courseive assessments in the decision-making process are often negatively manifested on the success of doing business, it is justified in conditions of complex social movements to find new methods for applying more precise planning and management techniques and reducing every business risk to a minimum . | | | | | | | | | | | |
| 10. | Course content:  Upon completion of the course, students should be able in practice to apply the acquired theoretical knowledge about the techniques and methods of network planning. The content of the course is focused on the following thematic content:  - Definition, meaning and role of network planning,  - Models of technical planning,  - Steps in network planning,  - Areas of application of operational research,  - Methods for efficient performance of projects,  - Network planning techniques,  - Numbering of the network diagram,  - Critical Path Method - CPM,  - Method for evaluation and program development - PERT and  - Method of cost analysis PERT COST. | | | | | | | | | | | |
| 11. | Learning Methods:Method of case study, discussion | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+45+45+45 = 210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16. | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Evaluation of the students knowledge in the particular field, according to the Article 107 from the Law for higher education, is carried out continuously during the educational process | | | | | | | |

**THIRD YEAR**

**OBLIGATORY COURSES**

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| 1. | **Course name** | | | **International Trade** | | | | | | | | |
| 2. | Course code | | | EC 311 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 3/5 | | | | 7. | Number of credits according ECTS | | | 8 |
| 8. | Pre-requisites | | | Macroeconomics | | | | | | | | |
| 9. | **Course goals**: To understand the instruments of the foreign trade system and the basics of foreign trade. | | | | | | | | | | | |
| 10. | Course contents:Theoretical foundations of international trade and foreign trade policy are studied, introduced to the basic theories of international trade, the basic principles of the WTO as a pillar of the multilateral trading system, the role of customs, non-tariff barriers and the rules for their application, the liberalization of foreign trade, trade in agricultural products, in information technology, in services, as well as regulation of antidumping, dispute resolution in the WTO. A special part is dedicated to the analysis of regionalism versus globalization and the European Union as an economic regional integration. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 8 ECTS x 30 hours = 240 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+55+20+90 = 240 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 55 hours | |
| 15.2. | | | Independent work | | | | | 20 hours | |
| 15.3. | | | Home studying | | | | | 90 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 60% of tests points | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | **Management of Human Resources** | | | | | | | | |
| 2. | Course code | | | ME 311 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 3/5 | | | | 7. | Number of credits according ECTS | | | 8 |
| 8. | Pre-requisites | | |  | | | | | | | | |
| 9. | Course goals:  The aim of the course is for students to learn and manage opportunities to create and develop institutional conditions necessary for the development of human potential. The course will provide students with the knowledge and content of management of human potential in terms of creating conditions for implementation the strategic goals of the organization and the state. Students will be trained for a creative approach to the management and development of human potential in any organization. | | | | | | | | | | | |
| 10. | Course contents:  Course of the elaboration: the nature of human resource, functions and activities of human resources, internal and external environment of human resources management, individual differences between people in the organization, analysis and diagnosis of middle management of human resources, goals of human resource management, human resources, design of labor, analysis of labor, human resource planning, recruitment of human resources, selection of human resources, training, career management, training of quality of life, labor, performance evaluation and reward human factor in the organization. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 8 ECTS x 30 hours = 240 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+55+55+55 = 240 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 55 hours | |
| 15.2. | | | Independent work | | | | | 55 hours | |
| 15.3. | | | Home studying | | | | | 55 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 60% of tests points | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | **Small Business Management** | | | | | | | | |
| 2. | Course code | | | ME 312 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 3/5 | | | | 7. | Number of credits according ECTS | | | 8 |
| 7. | Pre-requisites | | | Management, Business Planning. | | | | | | | | |
| 8. | Course goals: Students learn the process of managing a small business. | | | | | | | | | | | |
| 9. | Course contents:  Defining the small business role in the economy, differences between small and large enterprises, areas of small business, the small business environment, the role of small business in the economy. Establishing an effective small business, business plan and start a small business, ownership and financing guide for starting a small business approaches for starting a small business, the small business implication over management. Successes and failures in small business problems and pitfalls facing small business, advantages and disadvantages of small business characteristics of managers of small businesses. Management in small business, planning, organizing, motivating, coordinating and controlling. | | | | | | | | | | | |
| 10. | Learning methods: Method of case study, discussion | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 8 ECTS x 30 hours = 240 hours | | | | | |
| 12. | Distribution of the available time | | | | | | 45+30+55+55+55 = 240 hours | | | | | |
| 13. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 14. | Other forms of activities | | 15.1. | | | Projects | | | | | 55 hours | |
| 15.2. | | | Independent work | | | | | 55 hours | |
| 15.3. | | | Home studying | | | | | 55 hours | |
| 15.  16. | Method of assessment | | | | | | | | | | | |
| 17.1. | Tests | | | | | | | | 60 points | | |
| 17.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 17.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Achieve success by 60% from three colloquia of written exam. | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | **International Strategic Management** | | | | | | | | |
| 2. | Course code | | | ME 321 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 3/6 | | | | 7. | Number of credits according ECTS | | | 8 |
| 7. | Pre-requisites | | | Strategic management, Corporate strategies | | | | | | | | |
| 8. | Course goals:  Develop a strategic management function in a competitive performance in the global market. | | | | | | | | | | | |
| 9. | Course contents:  Fundamentals of strategic management, strategic planning (development strategy and its implementation, appraisal or valuation) under global competition, running things through three elements: strategic, analisys, strategy formulation and implementation of strategy, external environment (segments of the general environment, structural analysis of the activity, analysis of competitors) internal environment (functional analysis, values, PIMS and SWOT analysis) the nature of international strategic management, environmental trends, choise of model for international input (international environment, competitive advantage, strategy formulation, choise of international strategy, execution, evaluation and control of international strategy) risks in an international environment. | | | | | | | | | | | |
| 10. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 8 ECTS x 30 hours = 240 hours | | | | | |
| 12. | Distribution of the available time | | | | | | 45+30+55+55+55 = 240 hours | | | | | |
| 13. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 14. | Other forms of activities | | 15.1. | | | Projects | | | | | 55 hours | |
| 15.2. | | | Independent work | | | | | 55 hours | |
| 15.3. | | | Home studying | | | | | 55 hours | |
| 15  16. | Method of assessment | | | | | | | | | | | |
| 17.1. | Tests | | | | | | | | 60 points | | |
| 17.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 17.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Passed first, second and third colloquium | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Continuous or phased summative assessment, which will be used in written and oral assessment. | | | | | | | |

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| 1. | Course name | | | **International Management** | | | | | | | | |
| 2. | Course code | | | ME 322 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 3/6 | | | | 7. | Number of credits according ECTS | | | 8 |
| 7. | Pre-requisites | | | Principles of management | | | | | | | | |
| 8. | Course goals:  Objectives of the course (competencies):  To indicate characteristics of the process of globalization;  To identify the changes in the international competitive environment;  To identify the basic features of international management;  To perform basic entry strategies of international market;  To recognize the cultural differences in international business;  To point out the differences in leadership in individual countries;  To see the nature of control in multinational companies;  To present international aspects of business functions. | | | | | | | | | | | |
| 9. | Course contents:  The course International Management course is to offer students improved and developed knowledge, concepts, strategies and skills of modern management with international operations. Domestic market, business and technical standards are not predetermined, but must be derived from international standards, orientations and trends. Hence, the need to stimulate the development of internationally oriented management . We are in the period when interdependence and interactive relationship between international business orientation and the company is extremely pronounced.  The study of this course, students will be able to create and achieve success in international markets. The goal of focused studies of International Management is providing scientific research, academic and practical training, of students for independent pursuit of research, expertise, consultancy and practical aspects of international business and international management. This objectives is achieved by a combination of lectures, trough interactive, collective, creative and empirical – practical ways of working with assistant professor and students. | | | | | | | | | | | |
| 10. | Learning methods: Method of case study, discussion | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 8 ECTS x 30 hours = 240 hours | | | | | |
| 12. | Distribution of the available time | | | | | | 45+30+55+55+55 = 240 hours | | | | | |
| 13. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 14. | Other forms of activities | | 15.1. | | | Projects | | | | | 55 hours | |
| 15.2. | | | Independent work | | | | | 55 hours | |
| 15.3. | | | Home studying | | | | | 55 hours | |
| 15 | Method of assessment | | | | | | | | | | | |
| 17.1. | Tests | | | | | | | | 60 points | | |
| 17.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 17.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 60% of tree colloquia or final exam. | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

**THIRD YEAR**

**ELECTIVE FACULTY COURSES**

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| 1. | Course name | | | **Marketing Management** | | | | | | | | |
| 2. | Course code | | | ME 322 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM – Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 3/5 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Basic knowledge of marketing | | | | | | | | |
| 9. | Course goals: By studying this course, students will gain knowledge about the management of marketing activities; compiling a marketing plan, mastering marketing strategies and being able to implement them in practice; combining and integrating the marketing instruments, ie the product, the place, the promotion and the prices; to help the company to achieve success on the foreign markets | | | | | | | | | | | |
| 10. | Course contents: The intention of the course is to familiarize students with the marketing management concept in the work of economic and non-economic entities and how it works in practice. In this sense, it is also required students to gain broader knowledge of the micro and macro environment in which the company operates, to answer questions and problems of managing the marketing activities, their organization, the importance of marketing strategies, and marketing control issues. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+45+45+45 = 210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16. | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-Evaluation | | | | | | | |

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| 1. | **Course name** | | | **International Economic Relations** | | | | | | | | |
| 2. | Course code | | | EC 314 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 3/5 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | International Trade | | | | | | | | |
| 9. | **Course goals**: The purpose of the course is students to become familiar with principles and goals of international economic relations. At the same time, through practical examples, to develop analytical ability for contemporary international economic relations. | | | | | | | | | | | |
| 10. | Course contents:  - International institutions and their role in regulating the world economy  - Current trends in world trade in goods and services  - Globalization of the world economy  - Regional economic integration as part of global trends  - The role of multinational corporations in the world economy  - The role of multinational corporations in the economic development of the states  - Determinants in the flows of foreign investments  - Country policies to attract foreign direct investment  - Policies of states for enhanced integration in the world economy  - Analysis of current developments in the world economy | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+55+25+35 = 210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 55 hours | |
| 15.2. | | | Independent work | | | | | 25 hours | |
| 15.3. | | | Home studying | | | | | 55 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 60% of tests points | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | **Leadership** | | | | | | | | |
| 2. | Course code | | | ME 3123 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 3/5 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Strategic management, Corporate strategies | | | | | | | | |
| 9. | **Course goals**:  Objectives of the course program (competences):  The aim of the course is for students to become aware of leadership, as a contemporary phenomenon of organizational sciences, whose concept will enable students to acquire knowledge in this field. The success of an organization depends to a large extent on the quality of leadership and management at all levels in it. Ability to lead people and processes is a guarantee that any challenges and situations through which the organization passes will be overcome in the most efficient way. Investing in the development of key management personnel is investing in the future of the company. All of these aspects are aimed at determining the determinants of leadership effectiveness, which further enable students to acquire relevant knowledge and skills that they will successfully apply in practice. | | | | | | | | | | | |
| 10. | **Course content:**  Leadership as an object of organizational sciences covers the part of the management dedicated to the organizational behavior of the leaders, within the companies that are the most important bearers of the modern society. It is presented through emerging forms of management, determining the characteristics of the leader and the types of leadership, the development of the theories of leadership and the different stances of the representatives of behavioral theories, the particular leadership styles and the challenges of the modern model of leadership. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+30+30+75 = 210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 30 hours | |
| 15.2. | | | Independent work | | | | | 30 hours | |
| 15.3. | | | Home studying | | | | | 75 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Passed first, second and third colloquium | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Continuous or phased summative assessment, which will be used in written and oral assessment. | | | | | | | |

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| 1. | Course name | | | **Foreign Exchange** | | | | | | | | |
| 2. | Course code | | | EC 314 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 3/5 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Fundamentals of Economics, International Finance, Financial Market and Institutions, Monetary Economics | | | | | | | | |
| 9. | Course goals: Through the course, students should be familiar with the concept and goals of the foreign exchange policy, foreign exchange system and foreign exchange operations, currencies and currency systems, the parity of currencies and the manner of their determination, the issue of foreign exchange rates, and the bases on which the interval relations are determined. | | | | | | | | | | | |
| 10. | Course contents: Foreign exchange policy, as a special finance area, incorporates the relevant issues in the area of ​​the foreign exchange system and foreign exchange operations and forms an integral part of the economic policy. The foreign exchange policy encompasses the study of foreign exchange operations in the modern global environment, the measures that the state undertakes in the field of foreign payments relations in the area of ​​maintaining the currency value of the domestic currency (maintaining the currency or exchange rate) in the area of the permanent realization of the financial flows (internal and external) and the maintenance of the balance in the current balance of payments. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+35+50+50 = 210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 35 hours | |
| 15.2. | | | Independent work | | | | | 50 hours | |
| 15.3. | | | Home studying | | | | | 50 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Evaluation of the students knowledge in the particular field, according to the Article 107 from the Law for higher education, is carried out continuously during the educational process | | | | | | | |

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| 1. | Course name | | | **International Marketing** | | | | | | | | |
| 2. | Course code | | | MR 314 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM – Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 3/5 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Basic knowledge of marketing | | | | | | | | |
| 9. | Course goals: The intention of the course is students to get knowledge about the international marketing management. | | | | | | | | | | | |
| 10. | Course contents: Concept of international marketing. Analysis of international marketing. Defining international marketing. A human as a person in international marketing. Typology of firms. States typology. Concepts of International Marketing. Analysis of the system of international marketing. Analyzing the process of international marketing. Research in international marketing. Strategy of entering the foreign market. Entering the foreign market, export of products, export of systems. Entering the foreign market - transfer of production abroad without venture capital. Entry into a foreign market - transfer of production with a venture capital. Product policy. Product distribution policy. Policy of communication of the products abroad (promotion). Price policy. International Marketing Mix. Organization and management. Organization of the management of MM activities. Organization and management of international marketing activities. Who can be an international marketer (personal and professional qualities) | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+45+45+45 = 210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-Evaluation | | | | | | | |

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| 1. | Course name | | | **Bank Accounting System** | | | | | | | | |
| 2. | Course code | | | EC314 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 3/5 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Principles of accounting, Financial accounting | | | | | | | | |
| 9. | Course goals:  The main objective of the course is to introduce students with the accounting procedures in the financial institutions. The course Bank accounting system is accepting theoretical, scientific and practical knowledge, it provides students with creation of professional opinion about accounting of financial institutions (banks and savings banks, and other financial institutions), to provide successful management of accounting function. | | | | | | | | | | | |
| 10. | Course contents:  This course focuses on studying bank activities, assessment of solvency of the financial institutions, techniques of credit activities, with appropriate use of International accounting standards in the management of accounting in the financial institutions. The contents of the curriculum in the course Bank Accounting System include the following: Banking accounting function; Chart of Accounts; Payment operations; Accounting records of banking activities; Bank accounting reports; Audit of the banks' annual accounts. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+35+50+50 = 210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures – Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 35 hours | |
| 15.2. | | | Independent work | | | | | 50 hours | |
| 15.3. | | | Home studying | | | | | 50 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |
| 1. | Course name | | | **Securities and Portfolio Management** | | | | | | | | |
| 2. | Course code | | | EC 321 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 3/6 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | International finance | | | | | | | | |
| 9. | Course goals: This course deals with the securities related to the investment activity. Special attention is paid to equity securities (stocks, certificates of deposit) and securities of fixed income securities (obligations, bills, bonds, discount securities value, mortgage bonds, etc..) derivatives (options, futures, forward) and other hedging instruments. Important analysis is the analysis of the nature, manner of issuance, way of trading and valuation, and depreciation and protest od the securities. | | | | | | | | | | | |
| 10. | Course contents: This course deals with the securities related to the investment activity. Special attention is paid to equity securities (stocks, certificates of deposit) and securities of fixed income securities (obligations, bills, bonds, discount securities value, mortgage bonds, etc..) derivatives (options, futures, forward) and other hedging instruments. Important analysis is the analysis of the nature, manner of issuance, way of trading and valuation, and depreciation and protest od the securities | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+45+45+45 = 210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Evaluation of the students knowledge in the particular field is carried out continuously during the educational process | | | | | | | |

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| 1. | Course name | | | **Credit policy** | | | | | | | | |
| 2. | Course code | | | EC322 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 3/6 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Fundamentals of Economics, Banking | | | | | | | | |
| 9. | Course goals: The basic course objective is to provide students with the knowledge of credit policy, basic elements and determinants of the credit portfolio management. | | | | | | | | | | | |
| 10. | Course contents: The course deals with the financial theory and financial environment in which a company or a bank makes credit decisions. Special attention is paid to: introduction into credit policy; principles of credit policy; analyses of the determinants relevant to the efficiency of credit policy; credit evaluation criteria and investment decisions; credit analyses. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+35+50+50 = 210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 35 hours | |
| 15.2. | | | Independent work | | | | | 50 hours | |
| 15.3. | | | Home studying | | | | | 50 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Evaluation of the students knowledge in the particular field, according to the Article 107 from the Law for higher education, is carried out continuously during the educational process | | | | | | | |

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| 1. | Course name | | | **Project Management** | | | | | | | | |
| 2. | Course code | | | ME323 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6.. | Academic year / semester | | | 3/6 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Principles of management, Strategic management, Business planning, E-business | | | | | | | | |
| 9. | Course goals:The goal of the course is the students to get acquainted with project planning in the program package Microsoft Project. | | | | | | | | | | | |
| 10. | Course contents:  Appointing the basic situational conditions for the emergence of project management and the process of management (planning, organizing, coordinating, motivating, controlling and decision making) in the new environment. Analysis of the relationship price-efficiency, techniques of report making, management of the behavioral and the technical aspect of a project, change management, software tools for project leadership and teamwork, using the program package Microsoft Project for project planning and development. | | | | | | | | | | | |
| 11. | Learning methods:Method of case study, discussion | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+45+45+45 = 210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16. | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 50% of tests points | | | | | | | |
| 19 | Teaching language | | | | Macedonian or English | | | | | | | |
| 20 | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | **Services Marketing** | | | | | | | | |
| 1. | Course code | | | MR 323 | | | | | | | | |
| 2. | Study program | | | Business Management | | | | | | | | |
| 3. | Organizer of the study program (unit, institute, department, division) | | | EURM – Faculty of Economics | | | | | | | | |
| 4. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 5. | Academic year / semester | | | 3/6 | | | | 7. | Number of credits according ECTS | | | 7 |
| 6. | Pre-requisites | | | Basic knowledge of marketing | | | | | | | | |
| 8. | Course goals: The goal is students to become familiar with the specifics of marketing of services | | | | | | | | | | | |
| 9. | Course contents: Definition, characteristics and classification of services. The difference between marketing of products and marketing of services. The role of marketing communications in service activities. Distribution of services: service delivery options, role of intermediaries, franchising and international distribution of services. Price policy of services. The definition of physical environemnt in the marketing of services. Management of people to deliver services. Productivity and service quality. Marketing strategies for services providers. | | | | | | | | | | | |
| 10. | Learning methods: Method of case study, discussion | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 12. | Distribution of the available time | | | | | | 45+30+45+45+45 = 210 hours | | | | | |
| 13.  14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
|  | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 18. | Teaching language | | | | Macedonian or English | | | | | | | |
| 19. | Evaluation methods | | | | Self-Evaluation | | | | | | | |
| 20. |  | | | |  | | | | | | | |

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| 1. | Course name | | | **Strategic Marketing** | | | | | | | | |
| 2. | Course code | | | MR 322 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM – Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 3/6 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Basic knowledge of marketing | | | | | | | | |
| 9. | Course goals: The aim of the course is for students to become familiar with the marketing strategies applied by modern companies. | | | | | | | | | | | |
| 10. | Course contents: The concept of product life cycle, marketing strategies in the introduction phase, marketing strategies in the growth phase, marketing strategies in the maturity phase, marketing strategies in the phase of abandonment, then marketing - strategy depending on the position of the enterprise in the market (market strategy leaders, strategy of market triggers, strategy of market followers, strategy of market tamponers) as well as marketing - strategy in conditions of product shortages, inflation and recession, marketing strategy for global market (assessment of international marketing environment, deciding whether to export, deciding which markets to enter and how to enter them, deciding on the marketing program, organization of marketing). Decision-making process for the product, pricing, marketing channels, retail and wholesale and promotion and advertising. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+45+45+45 = 210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-Evaluation | | | | | | | |

**FOURTH YEAR**

**OBLIGATORY COURSES**

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| 1. | Course name | | | Economic Policies of the EU | | | | | | | | |
| 2. | Course code | | | EC 411 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 4/7 | | | | 7. | Number of credits according ECTS | | | 8 |
| 8. | Pre-requisites | | | Economics, Economic policies and trade | | | | | | | | |
| 9. | Course goals:  To familiarize students with the basic elements of certain types of economic policies of the European Union, the role of the European institutions in the creation of economic policies, as well as how those policies are adopted and implemented | | | | | | | | | | | |
| 10. | Course contents: Theoretical foundations of the principles of economic integration and stages of economic integration in the EU are studied. A reflection on the role of individual institutions in the creation of EU economic policies, as well as the functioning of the single market. Introduction to the Economic and Monetary Union and the role of the European Central Bank. The Europe 2020 and E-Europe Strategies, as well as the common agricultural policy, the EU's industrial policy and the role of small and medium-sized enterprises. Students will be familiarized with the fundamentals of the EU energy policy, the basic elements and goals of the EU's competition policy, as well as the role of R&D. Employment and labor market policies will be studied. Particularly will be analyzed the institutionalization of the external economic relations of the European Union. The future of the integration processes in the EU. EU policies to deal with the debt crisis in 2008 and 2012. with a comparative analysis of US and EU policies in comparison to the latest economic crisis | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 8 ECTS x 30 hours = 240 hours | | | | | |
| 13 | Distribution of the available time | | | | | | 45+30+30+30+105 = 240 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 30 hours | |
| 15.2. | | | Independent work | | | | | 30 hours | |
| 15.3. | | | Home studying | | | | | 105 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 60% of tests points | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | **Corporate governance** | | | | | | | | |
| 2. | Course code | | | ME 411 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | first cycle | | | | | | | | |
| 6. | Academic year / semester | | | 4/7 | | | | 7 | Number of credits according ECTS | | | 8 |
| 8. | Pre-requisites | | | Management, Audit, Financial Management | | | | | | | | |
| 9. | Course goals:  Understand the concept and benefits of corporate governance, transparency and disclosure of data and information, the basic provisions for the determination of shareholders’ rights and development of new concepts and models for corporate governance. | | | | | | | | | | | |
| 10. | Course contents:  The course content covers contemporary debates in explanation of the term, the definition and importance of corporate governance, the theoretical debates on the legal nature of the corporation, and the legal organization of physiognomy corporation, relations between's management and shareholders, as well as corporate social responsibility, the phenomenon of the global economy.  Students will learn corporate control through the links in the chain of delegation of power from shareholders and Supervisory Board, to managerial positions and possibilities for solving the collective problem of corporate governance, the existence of separation of management and widely dispersed ownership structure corporations.  In the center of the study will be the management bodies and their importance, the position, the selection of members, powers and responsibilities of the two models of corporate governance structure: single (monistic) and two-tier (dualistic) system management joint stock companies.  Presented are global differences, and the characteristics of the models of corporate governance in certain countries, including systems and the determining factors and directions of its development. Emphasis is placed on principles of Corporate governance, according to the OECD, and is covered and normative framework for good corporate governance in the country. | | | | | | | | | | | |
| 11. | Learning methods: Method of oral exposure and dialogue, active discussion, analysis and problem solving, case studies, exchange of views, individual work. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 8 ECTS x 30 hours = 240 hours | | | | | |
| 13 | Distribution of the available time | | | | | | 45+30+30+30+105 = 240 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 30 hours | |
| 15.2. | | | Independent work | | | | | 30 hours | |
| 15.3. | | | Home studying | | | | | 105 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: written and oral) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored over 60 points in two colloquia, realized presence, making skilled labor. | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | **Management and Motivations** | | | | | | | | |
| 2. | Course code | | | ME 412 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 5/9 | | | | 7. | Number of credits according ECTS | | | 8 |
| 8. | Pre-requisites | | | Principle of management, Management of human resources, Small Business Management | | | | | | | | |
| 9. | Course goals:  Functional concept of motivation in management is to encourage motivation in personnel. For this purpose, motivation should primarily be a challenge and response the following phrases to motivation in management. In fact, there are several ways in which the world – head is frequently used. They are used I’ll fix it, will succeed. The first is a phrase that some managers use. Management can be some business are run in an easy way. The second phrase is a strong phrase and a refers to the managers who was surprised by the deadline and have to make ends meet. | | | | | | | | | | | |
| 10. | Course contents:  This course is addressed how managers can motivate subordinates so as to increase their performance and their satisfaction. Discussion of leadership starts with chapter motivation because managers can not manage if subordinates are motivated to follow. The next chapter will examine the leaderships styles that are available to managers. There are many theories of motivation and a lot of them are different in that they implicitly suggest that managers can do to get the most performance from their employees. Managers who will discover the key to the inner motivation of employees can find an endless source of productivity. | | | | | | | | | | | |
| 11. | Learning methods: Oral exposure method and method of dialogue. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 8 ECTS x 30 hours = 240 hours | | | | | |
| 13 | Distribution of the available time | | | | | | 45+30+55+55+55 = 240 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 55 hours | |
| 15.2. | | | Independent work | | | | | 55 hours | |
| 15.3. | | | Home studying | | | | | 55 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 60% of tree colloquia or final exam. | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | **Organizational Behavior** | | | | | | | | |
| 2. | Course code | | | ME 421 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 4/8 | | | | 7. | Number of credits according ECTS | | | 8 |
| 8. | Pre-requisites | | | Human resource management, Management and motivation | | | | | | | | |
| 9. | Course goals: The study of matter in the field of organizational behavior should steer students towards: understanding and defining organizational behavior, identifying the primary behavioral disciplines that contribute to organizational behavior research goals of organizational behavior, the study of the major challenges and opportunities for using the concept of organizational behavior by managers, understanding how the concept of organizational behavior can help to make the organization more productive, developing discussion about why diversity in the workforce has become a significant problem in terms of management, explaining how managers and organizations respond to issues related to ethical dilemmas in staff development discussion about how knowledge of organizational behavior can help managers stimulate organizational innovation and change. | | | | | | | | | | | |
| 10. | Course contents: The course of this elaboration is: individual behavior in the organization from their perception and studying, motivation, emotions, training, values and attitudes, group behavior in the organization underlining the aspects of leadership, groups and teams, conflicts and power and, at the end organizational behavior, exploiting the organizational design, organizational structure, organizational culture, organizational climate, communications and organizations. | | | | | | | | | | | |
| 11. | Learning methods: Method of oral presentation, method of case study teaching, method of independent study and method of teaching with audio visual aids. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 8 ECTS x 30 hours = 240 hours | | | | | |
| 13 | Distribution of the available time | | | | | | 45+30+55+55+55 = 240 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 55 hours | |
| 15.2. | | | Independent work | | | | | 55 hours | |
| 15.3. | | | Home studying | | | | | 55 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 50% of tests points | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | **Entrepreneurship** | | | | | | | | |
| 2. | Course code | | | ME 422 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 4/8 | | | | 7. | Number of credits according ECTS | | | 8 |
| 8. | Pre-requisites | | | Strategic management, Corporate strategies | | | | | | | | |
| 9. | Course goals:  Objectives of the course program (competences):  The aim of the course is for students to get acquainted with entrepreneurship, which is a business activity that brings material benefit to the individual and the collective. From an aspect of development, it is interpreted as an aspiration for success and achieving pecuniary benefit. Entrepreneurship today is an important factor of restructuring both firms and corporations, as well as entire regions, and national economies, and hence its importance as a course of study. | | | | | | | | | | | |
| 10. | Course content:  Definition of entrepreneurship, areas of entrepreneurship, environment, the role of entrepreneurship in the economy. Creating an effective business, business plan and start of business, ownership and financing, a guide to starting a business. Successes and failures of entrepreneurship, problems and traps faced by the entrepreneur, advantages and weaknesses of entrepreneurship.  The course studies the basic characteristics of entrepreneurship and entrepreneurial behavior: innovation, risk, reallocation of resources to the most productive points of use and combination, recombination and substitution of the factors of production. The course also elaborates the experiences of development of the measures and tools for supporting small and medium enterprises, as well as entrepreneurship in developed countries, developing countries and countries in transition, and in the same context in the Republic of Macedonia. | | | | | | | | | | | |
| 11. | Learning methods: Method of oral exposure, the dialogue method, method of teaching and problematic method of independent work. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 8 ECTS x 30 hours = 240 hours | | | | | |
| 13 | Distribution of the available time | | | | | | 45+30+55+55+55 = 240 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 55 hours | |
| 15.2. | | | Independent work | | | | | 55 hours | |
| 15.3. | | | Home studying | | | | | 55 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Passed first, second and third colloquium | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Continuous or phased summative assessment, which will be used in written and oral assessment. | | | | | | | |

**FOURTH YEAR**

**ELECTIVE FACULTY COURSES**

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| 1. | Course name | | | **Corporate Financial Reporting** | | | | | | | | |
| 2. | Course code | | | EC414 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First | | | | | | | | |
| 6. | Academic year / semester | | | 4/7 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Financial accounting, Corporate governance | | | | | | | | |
| 9. | Course goals:  The main objective of the course is to provide students with the knowledge of financial reporting in corporate organizations. The rapid development and internationalization of operations, as well as the increasing competitiveness among enterprises represent an additional challenge for successful monitoring of the operational results of the organizations in the international level. Good corporate finance management implies the implementation of an effective financial reporting system that will respond to the requirements of the complex environment. | | | | | | | | | | | |
| 10. | Course contents:  Conceptual framework of financial reporting. Regulation of financial reporting. Presentation of financial statements. Presentation of non-current assets. Presentation of non-current material assets. Impairment of assets. Construction contracts. Accounts receivable and doubtful accounts. Inventories. Financial assets and liabilities. Provisions, contingent liabilities and uncertain assets. Accounting for leases. Tax accounting. Revenue recognition. Accounting for equity capital. Securities and investments. Accounting for acquisitions and mergers. Accounting for associate entities. Consolidated financial statements. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+45+45+45 = 210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures – Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | **Course name** | | | **International Financial Insitutions and Organisations** | | | | | | | | |
| 2. | Course code | | | EC 415 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 4/7 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Financial Markets and Institutions, International Finance | | | | | | | | |
| 9. | **Course goals**:  Studying the course matter in this course should help students in familiarizing themselves with international financial organizations and institutions. | | | | | | | | | | | |
| 10. | Course contents:  Introduction to the international financial system; Financial Markets; Financial instruments; Financial Innovation; Financial regulation; Measuring interest rates; Money Market; Stock market; Bond Market; Market of derivative financial instruments; Institutional structure of the financial markets (primary and secondary market); Commercial banks; Other depository corporations; Non-bank financial institutions; Global governance of financial institutions; The IMF; World Bank; European Central Bank; BIS; Paris Club; London Club. | | | | | | | | | | | |
| 11. | Learning methods: oral presentation, method of problem solution, independent study as well written assignments | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 13 | Distribution of the available time | | | | | | 45+30+45+45+45 = 210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 60% of tests points | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | **Operating management** | | | | | | | | |
| 2. | Course code | | | ME 414 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of economy | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 4/8 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | No | | | | | | | | |
| 9. | Course goals: Objectives of the course program (competences):  Studying course teaching allows students to become familiar with the complex issues of production management understood as a process of planning and organizing production as well as controlling the functioning of production as a system in order to achieve the goals of producing the most efficient and the most effective way. Within this framework, particular attention is paid to the following aspects of production management: production as a system, production planning system, product - product design, product - product quality, product - production program, production location, production capacity, production equipment, factory buildings, factory space planning, production processes, planning and monitoring of production in time, inventory control, storage and inland transport, maintenance equipment and construction facilities, and the provision of energy production, cost control and organizational structure of production. | | | | | | | | | | | |
| 10. | Course contents: Production capacity, production as a system, planning of the production system, product and product design, product quality control, product - production program, location, factory premises planning, factory buildings, material in production, inventory control, production equipment , system of storage and inland transport, production processes, method planning, process study and time of payment of labor, planning and monitoring of production in time, maintenance of equipment and the provision of energy production, cost control, organizational structure of production. | | | | | | | | | | | |
| 11. | Learning methods: Method of oral presentation, method of problematic teaching method of independent work | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ЕCTS \* 30hours = 210 hours | | | | | |
| 13 | Distribution of the available time | | | | | | 45+30+45+45+45=210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Evaluation of the students knowledge in the particular field, according to the Article 107 from the Law for higher education, is carried out continuously during the educational process | | | | | | | |

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| 1. | Course name | | | **Brand management** | | | | | | | | |
| 2. | Course code | | | MR 414 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM – Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 4/7 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Basic knowledge of marketing, promotion, product and prices | | | | | | | | |
| 9. | Course goals: The purpose of the course is for students to become familiar with brand management | | | | | | | | | | | |
| 10. | Course contents: Brand and meaning of the brand (concept, types, role and importance of brands), Brand identity and identity elements, Strategic brand management (classical and modern brand management, basic stages in the brand management process, obstacles and management of weak brands), Brand Development Strategies (Brand extensions, brand sponsorship, Co-branding, Brand Internationalization Strategy), Value and Measuring the Value of a Brand (Financial brand value, market value, standardized measurements of market value of brands). Lessons from unsuccessful brands | | | | | | | | | | | |
| 11. | Learning methods: Case studies and discussions | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ЕCTS \* 30hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+45+45+45=210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-Evaluation | | | | | | | |

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| 1. | Course name | | | **Organization and Control of Marketing Activities** | | | | | | | | |
| 2. | Course code | | | MR 414 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM – Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 4/7 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Marketing management | | | | | | | | |
| 9. | Course goals: The priority of the curriculum is for students to get into the aspects of organization and the methods of organizing marketing activities, the possible forms of organizing marketing, while also recognizing which of the alternative forms are most applicable on the Macedonian market, and of course to get acquainted with the control indicators for the success of marketing activities. | | | | | | | | | | | |
| 10. | Course contents: Organization of marketing; Introduction to the marketing conception; Creating a marketing orientation in companies; Emotional development of the marketing units/departments; Forms of organizing marketing in the companies; Functional model; Production model; Geographic model; Segmented model; Combined models; Approach to the organization of marketing activities; Marketing in the free market and marketing in unstable business conditions. | | | | | | | | | | | |
| 11. | Learning methods: Case studies and discussions | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ЕCTS \* 30hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+45+45+45=210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-Evaluation | | | | | | | |

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| 1. | Course name | | | **Tax Management** | | | | | | | | |
| 2. | Course code | | | EC423 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM – Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First | | | | | | | | |
| 6. | Academic year / semester | | | 4/7 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Fundamentals of Economics, Public Finance | | | | | | | | |
| 9. | Course goals: Students in the study of the matter in the area of tax management will be directed toward understanding and defining the place, role and importance of taxes in the working of the enterprises. Therefore, special emphasis will obtain the study of the concept, types and characteristics of taxes; tax management in order to successfully doing business in a legal entity. | | | | | | | | | | | |
| 10. | Course contents: Tax concept and characteristics: tax principles; types of taxes; taxation of corporation profits; personal income tax; flat tax; value added tax - VAT; excise taxes; tariffs; property tax; inheritance and gift tax; sales tax on real estate and rights; other public revenues; social security financing; avoidance of taxation; data management. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ЕCTS \* 30hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+45+45+45=210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Evaluation of the students knowledge in the particular field, according to the Article 107 from the Law for higher education, is carried out continuously during the educational process | | | | | | | |
| 1. | Course name | | | **Managerial Accounting** | | | | | | | | |
| 2. | Course code | | | EC423 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 4/8 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Principles of accounting, Financial accounting | | | | | | | | |
| 9. | Course goals:  This course provides a comprehensive frame of the scope of work of managerial accountant, including strategic and annual planning, financial reporting and management of all aspects of the accounting department. Increased workload and rising costs require the accountant to expand the scope of his role in processing accounting transactions and presenting the financial statements. Managerial accountant should also possess significant managerial and analytical skills so that the accounting department and other departments in the company will function in a more effective and efficient way. | | | | | | | | | | | |
| 10. | Course contents:  Managerial accounting as part of the accounting system; Internal control; Operational and strategic planning; Analysis of sales; Analysis of the cost of sales; Measuring and controlling the costs of direct material; Measuring and controlling direct labor costs; Target costing; Fixed and variable costs; Allocation and control of indirect costs; Cash management; Cash and investment control; Accounts receivable management; Inventory management systems; Equity planning; Debt management; Activity-based costing; Measurement of performance; Tax versus external reporting; Financial analysis; Selection of accounting information system. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion. | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ЕCTS \* 30hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+45+45+45=210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures – Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | **Course name** | | | **World Market and Economic Integrations** | | | | | | | | |
| 2. | Course code | | | EC 424 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 4/8 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | International Trade | | | | | | | | |
| 9. | **Course goals**:  The purpose of this course is for students to get acquainted in detail with the functioning of the world economic integration and their impact on world trade and international economic relations | | | | | | | | | | | |
| 10. | **Course contents:**  Basic principles of regional trade integration, types of economic integration, their characteristics, economic and political integration, USA, EU, NAFTA, EFTA, OPEC, ASEAN, MERCOSUR and others. | | | | | | | | | | | |
| 11. | Learning methods: Case studies and discussions | | | | | | | | | | | |
| 11. | Total available time for classes | | | | | | 7 ECTS x 30 hours = 210 hours | | | | | |
| 13 | Distribution of the available time | | | | | | 45+30+45+25+65 = 210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 25 hours | |
| 15.3. | | | Home studying | | | | | 65 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 60% of tests points | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | **Environmental Management** | | | | | | | | |
| 2. | Course code | | | МЕ423 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of economy | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 4/8 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | No | | | | | | | | |
| 9. | Course goals: Objectives of the course program (competences):  The aim of the course is for students to learn about the environmental management system in order to establish a systematic approach in the industry and other branches, which ensures that the environmental causes in business strategy and practice are included. The course will enable students to acquire management knowledge, namely: planning, organizing, coordinating and controlling economic activity in the field of ecology, in relation to ecology, in an environmentally friendly manner or in achieving the goals that enter the domain of ecology. Through the implementation of this knowledge, students will be able to manage different levels of organizational systems through risk control and achieving survival of ecosystems. | | | | | | | | | | | |
| 10. | Course contents:  Environmental management as a course covers environmental management that includes all the knowledge about the consequences of anthropogenic impact of technological development and mitigation measures on the ecosystem, environmental management science, integrated and combined knowledge of ecology, biochemistry, geochemistry, biodiversity and environmental protection. Integrating and combining economic sciences and management with environmental sciences, sociology and ethics. Advantages of applying management tools in environmental management by reducing costs, ensuring compliance with regulations, reducing environmental risks, improving relationships with institutions, improving image in the public, increasing enthusiasm for employees, etc. | | | | | | | | | | | |
| 11. | Learning methods: Case studies and discussions | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ЕCTS \* 30hours = 210 hours | | | | | |
| 13 | Distribution of the available time | | | | | | 45+30+45+45+45=210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Evaluation of the students knowledge in the particular field, according to the Article 107 from the Law for higher education, is carried out continuously during the educational process | | | | | | | |

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| 1. | Course name | | | **Direct Marketing** | | | | | | | | |
| 2. | Course code | | | MR 423 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM – Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 4/8 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Basic knowledge of marketing | | | | | | | | |
| 9. | Course goals: The purpose of the program is in a clear, accessible and affordable way for students to become familiar with the course matter, methods and goals of Direct marketing. | | | | | | | | | | | |
| 10. | Course contents: By studying this course students will gain knowledge about direct communication of companies with carefully selected individual consumers in order to get a quick response and to nurture long-lasting relationships. Companies use databases to accommodate closely-defined segments and individual buyers. Direct marketing encompasses all activities that are related to the immediate sale of the company's products to consumers, without the use of intermediaries, which is why it is also called as marketing for direct sales. Today, with the explosion of various electronic media (e-mail, Internet, online services, telemarketing), a growing number of companies sell their products and services directly to consumers without intermediaries. All this makes direct marketing a attractive and quite inexpensive way of marketing communication. Students will get acquainted with all the instruments of direct marketing, its advantages and disadvantages and combined use with other instruments from the promotional mix. | | | | | | | | | | | |
| 11. | Learning methods: Case studies and discussions | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ЕCTS \* 30hours = 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+45+45+45=210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-Evaluation | | | | | | | |

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| 1. | Course name | | | **Marketing Communications** | | | | | | | | |
| 2. | Course code | | | MR 423 | | | | | | | | |
| 3. | Study program | | | Business Management | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM – Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | | 4/8 | | | | 7. | Number of credits according ECTS | | | 7 |
| 8. | Pre-requisites | | | Basic knowledge of marketing and business communication | | | | | | | | |
| 9. | Course goals: The purpose of this course is for students to become familiar with the basics of marketing communications, business communications, verbal communications, etc. | | | | | | | | | | | |
| 10. | Course contents: Introduction to communication marketing management (types of communications, communication process, communication ability and practice, evolution of communication, communications and organizational efficiency). The nature of communication marketing management. Cultural differences and communications in businesses (basic components of culture, characteristics of cultures in different states and nations, cultural differences and their impact on business communications), oral communication (main features of body language, analysis of individual dimensions and their implications in the communicative process). Meetings as a form of communication marketing management. Characteristics of written communication. Communication marketing management (nature of communication conflicts, perception and conflicts, communication conflict management). | | | | | | | | | | | |
| 11. | Learning methods: Case studies and discussions | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 7 ЕCTS \* 30 hours= 210 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+45+45+45=210 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45 hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 45 hours | |
| 15.2. | | | Independent work | | | | | 45 hours | |
| 15.3. | | | Home studying | | | | | 45 hours | |
| 16 | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | Scored 60 % of the points from the two colloquiums or the written exam | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self-Evaluation | | | | | | | |

**OPTIONAL UNIVERSITY COURSES**

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| 1. | Course name | | | **E-business** | | | | | | | | |
| 2. | Course code | | |  | | | | | | | | |
| 3. | Study program | | | Finance | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | |  | | | | 7. | Number of credits according ECTS | | | 6 |
| 8. | Pre-requisites | | | Principles of Economics | | | | | | | | |
| 9. | Course goals:  The basic tenets of this course is to familiarize students with the appearance, meaning, use, application and protection in e-business. | | | | | | | | | | | |
| 10. | Course contents:  In modern economic science study of e-business has become a necessity and imperative in modern business. The goal of the program is available in clear and acceptable way  familiar with the requirements, models, application and protection of e-banking. Here are the basic models of electronic e-commerce, e-banking, e-business infrastructure and so on. Electronic business or e-business in brief is aimed at expanding the powers of an organizational unit in the development of innovative information and communication technologies within the organization and outside it, through full interaction with their partners and customers. This process should be considered only as a simple inclusion of modern technological advancements to make these changes in the organizational unit. In order to ensure successful management of e-business are necessary broad spiritual values ​​in marketing and sales by developing new products and services, manufacturing and logistics input and output procedures. Organizations also need the change management process and seeking new technologies through support for traditional activities such as human resource management. This approach to e-business includes the attitudes and opinions, as electronic communications would could be used to expand all aspects of managing the supply chain.  It also involves maximizing the organizational chain of values​​,  the correlation between the party out of a supply company resources page demanding goods and services. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 6 ECTS \* 30 hours= 180 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+35+35+35=180 hours | | | | | |
| 14. | Forms of teaching activities | | 15.1. | | | Lectures - Theory | | | | | 45  hours | |
| 15.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30  hours | |
| 15. | Other forms of activities | | 16.1. | | | Projects | | | | | 35 hours | |
| 16.2. | | | Independent work | | | | | 35 hours | |
| 16.3. | | | Home studying | | | | | 35 hours | |
| 16. | Method of assessment | | | | | | | | | | | |
| 17.1. | Tests | | | | | | | | 60 points | | |
| 17.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 17.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 60% of tests points | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self study | | | | | | | |
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| 1. | Course name | | | **Business Ethics** | | | | | | | | |
| 2. | Course code | | |  | | | | | | | | |
| 3. | Study program | | | Finance | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | Eurm - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | |  | | | | 7. | Number of credits according ECTS | | | 6 |
| 9. | Pre-requisites | | |  | | | | | | | | |
| 10. | Course goals:  The goal is the students to adopt the terms moral and ethics as a foundation of the contemporary economic working, as well as their impact on the business relationships and interaction with the clients (target groups).  The goal of business ethics, and by pointing the examples form the practice, is the students to get acquainted with the moral problems and dilemmas from the experience in everyday working in the business, but also with the manner of their resolution in the manager’s every day work. | | | | | | | | | | | |
| 11. | Course contents:  The content of this course covers the moral and ethics in contemporary economic relationships and business cycles. The course involves learning the types of moral and ethics, as well as the terms working moral, bonton, diligence, professionalism etc. A course of elaboration of business ethics as a science, are the values and norms incorporated in labor function, and an emphasis is devoted to the application of the ethic norms in the concrete environments, decanted in codes of the business world. | | | | | | | | | | | |
| 12. | Learning methods:Method of case study, discussion | | | | | | | | | | | |
| 13. | Total available time for classes | | | | | | 6 ECTS \* 30 hours= 180 hours | | | | | |
| 14. | Distribution of the available time | | | | | | 45+30+20+25+60=180 hours | | | | | |
| 15. | Forms of teaching activities | | 15.1. | | | Lectures - Theory | | | | | 45 hours | |
| 15.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30 hours | |
| 16. | Other forms of activities | | 16.1. | | | Projects | | | | | 20 hours | |
| 16.2. | | | Independent work | | | | | 25 hours | |
| 16.3. | | | Home studying | | | | | 60 hours | |
| 17 | Method of assessment | | | | | | | | | | | |
| 17.1. | Tests | | | | | | | | 60 points | | |
| 17.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 17.3. | Activity and participation | | | | | | | | 20 points | | |
| 18. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 19. | Conditions for getting the sign and passing the final exam | | | | 50% of tests points | | | | | | | |
| 20. | Teaching language | | | | Macedonian or English | | | | | | | |
| 21. | Evaluation methods | | | | Self-evaluation | | | | | | | |

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| 1. | Course name | | | Business English | | | | | | | | |
| 2. | Course code | | |  | | | | | | | | |
| 3. | Study program | | | Finance | | | | | | | | |
| 4. | Organizer of the study program (unit, institute, department, division) | | | EURM - Faculty of Economics | | | | | | | | |
| 5. | Degree (first, second, third cycle) | | | First cycle | | | | | | | | |
| 6. | Academic year / semester | | |  | | | | 7. | Number of credits according ECTS | | | 6 |
| 8. | Pre-requisites | | | Orthographic knowledge of the English language, knowledge of basic grammar and vocabulary | | | | | | | | |
| 9. | **Course goals:** Upon completion of the course students will master the most important communication skills from the field of economics. They will be able to improve their oral communication, actively use all language components and apply the basic principles of written correspondence. | | | | | | | | | | | |
| 10. | **Course contents:** Within this course students will further their grammar knowledge and perfect communication skills not only in everyday communication, but in the use of course-specific vocabulary. | | | | | | | | | | | |
| 11. | Learning methods: Method of case study, discussion | | | | | | | | | | | |
| 12. | Total available time for classes | | | | | | 6 ECTS \* 30 hours= 180 hours | | | | | |
| 13. | Distribution of the available time | | | | | | 45+30+35+35+35=180 hours | | | | | |
| 14. | Forms of teaching activities | | 14.1. | | | Lectures - Theory | | | | | 45  hours | |
| 14.2. | | | Exercises (lab, auditory), seminars, team work | | | | | 30  hours | |
| 15. | Other forms of activities | | 15.1. | | | Projects | | | | | 35  hours | |
| 15.2. | | | Independent work | | | | | 35  hours | |
| 15.3. | | | Home studying | | | | | 35  hours | |
| 16. | Method of assessment | | | | | | | | | | | |
| 16.1. | Tests | | | | | | | | 60 points | | |
| 16.2. | Seminar works/ projects (presentation: oral and written) | | | | | | | | 20 points | | |
| 16.3. | Activity and participation | | | | | | | | 20 points | | |
| 17. | Criteria for evaluation (scores/ rate) | | | | to 50 points | | | | | 5 (five) (F) | | |
| from 51 to 60 points | | | | | 6 (six) (E) | | |
| from 61 to 70 points | | | | | 7 (seven) (D) | | |
| from 71 to 80 points | | | | | 8 (eight) (C) | | |
| from 81 to 90 points | | | | | 9 (nine) (B) | | |
| from 91 to 100 points | | | | | 10 (ten) (A) | | |
| 18. | Conditions for getting the sign and passing the final exam | | | | 60% of tests points | | | | | | | |
| 19. | Teaching language | | | | Macedonian or English | | | | | | | |
| 20. | Evaluation methods | | | | Self study | | | | | | | |
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