



		targets. To know organization of operational activity, understand motivation mechanism and control of enterprise activity results.	
2 / 2	4. Personnel. HR in modern companies	To know personnel of an enterprise; learn to calculate indicators of personnel movement and labour efficiency at an enterprise; acquire skills for calculating a salary for various types of personnel. To understand Functions and organization of the HR service of the company.	Questions, test, problems
2 / 2	5. Intellectual capital	To systematize theoretical information about intellectual capital of an enterprise; study intangible resources and intangible assets of an enterprise, analyse their differences and understand their importance for a modern enterprise.	Questions, test
4 / 4	6. Fixed capital	To systematize theoretical information about fixed assets of an enterprise; acquire skills for accounting and estimation of fixed assets; consolidate theoretical knowledge about depreciation of fixed assets and acquire skills for calculating depreciation.	Questions, test, problems
2 / 2	7. Working capital	To systematize theoretical information about current assets of an enterprise; understand the structure of circulating assets of an enterprise and learn to determine the need of an enterprise in material and technical resources.	Questions, test, problems
2 / 2	8. An enterprise costs	To systematize theoretical information about costs and cost price; learn to make an estimate and product cost calculation; consolidate theoretical knowledge and acquire skills for price setting.	Questions, test, problems
2 / 2	9. Ensuring quality and competitiveness of products (services)	To know the system of ensuring quality and competitiveness of products (services), apply the methods of assessing the quality and competitiveness of products (services), modern quality management mechanisms, justify ways to increase the competitiveness of products of an enterprise	Questions, test
4 / 4	10. Results and efficiency of economic entities	To consolidate theoretical knowledge and study characteristic features of financial activity of an enterprise; learn to calculate a profit and manufacturing profitability; acquire skills for assessing production efficiency.	Questions, test, problems
4 / 4	11. Development of enterprises: contemporary models, transformation. Business process optimization	To understand the importance of an enterprise development in the modern world; learn major requirements for business process modelling and business process reengineering, benchmarking and enterprise restructuring.	Questions, test
2 / 2	12. Risks in the system of management decisions. Economic security of an enterprise activity	To know the influence of economic risks; understand the importance of risk assessment and risk management; methods of minimizing risk. To know the concept of economic security, ways of ensuring economic security.	Questions, test

## References

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3. Hennessey Jason (2022). Invest In Your Employees To Improve Your Company's Intellectual Capital. Forbes. URL: <https://www.forbes.com/sites/forbesagencycouncil/2022/03/23/invest-in-your-employees-to-improve-your-companys-intellectual-capital/?sh=52f9f9015ef0>
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10. Voynarenko M. Et al. Modeling of Controlling Activity as an Instrument of Influence on Motivation in the Personnel Management System of Industrial Enterprises. 2020 10th International Conference on Advanced Computer Information Technologies (ACIT). IEEE, 2020. P. 601-606.

## Assessment policy

- **Deadline and reassessment policy:** entries that fail to meet deadlines without good reasons are rated lower (-20 points). Rewriting of modules takes place with the permission of the dean's office if there are good reasons (for example, sick leave).
- **Academic Integrity Policy:** all written works are checked for plagiarism and are allowed to be defended with correct text borrowings of no more than 20%. Write-offs during tests and exams are prohibited (including the use of mobile devices). Mobile devices may only be used during online testing.
- **Attendance policy:** attendance is a mandatory component of the assessment for which points are awarded. For objective reasons (e.g. illness, international internship) study can take place online in consultation with the course leader.

## Assessment

The final grade for the course is calculated as follows:

Module 1		Module 2		Module 3	Module 4	Module 5
10%	10%	10%	10%	5 %	15%	40%
Current assessment	Modular control 1	Current assessment	Modular control 2	Training	Independent work	Exam
1. The grade for the current assessment is defined as the arithmetic average of grades received during classes (7 topics – from 3 to 7 grades).  2. The grade for Modular control 1 is given on the basis of the completion of modular work on topics 1 – 7 (testing, theoretical question, tasks).		1. The grade for the current assessment is defined as the arithmetic average of grades received during classes (5 topics – from 4 to 7 grades).  2. The grade for Modular control 2 is given on the basis of the completion of modular work on topics 8 – 12 (testing, theoretical question, tasks).		The grade for the training is defined as the arithmetic average of grades received for completing the tasks during the training.	Evaluation of the task of independent work of students	2 questions = 35 points each of them. 1 task = 30 points.

#### Assessment Scale:

ECTS	Grades	Meaning
A	90-100	Excellent
B	85-89	very well
C	75-84	Well
D	65-74	Satisfactory
E	60-64	Adequately
FX	35-59	unsatisfactory with the possibility of repeated passing
F	1-34	unsatisfactory without possibility of repeated passing