



**MINISTER OF EDUCATION, SCIENCE AND SPORT OF THE REPUBLIC
OF LITHUANIA**

**ORDER
ON APPROVAL OF THE DESCRIPTOR OF THE STUDY FIELD OF BUSINESS
STUDIES**

14 September 2021 No. V-1664
Vilnius

In accordance with Paragraph 11 of Article 53 of the Law on Higher Education and Research of the Republic of Lithuania:

1. I approve the Descriptor of the Study Field of Business Studies (enclosed).
2. I determine that the higher education institutions have to adjust their study programmes to the Descriptor of the Study Field of Business Studies approved by Clause 1 hereby until 01 September 2022.

Minister of Education, Science and Sport

Jurgita Šiugždiniė

APPROVED

by Order No. V-1664 of the Minister of
Education, Science and Sport of the Republic
of Lithuania of 14 September 2021

DESCRIPTOR OF THE STUDY FIELD OF BUSINESS STUDIES

CHAPTER I GENERAL PROVISIONS

1. The Descriptor of the Study Field of Business Studies (hereinafter – Descriptor) regulates the special requirements for the study programmes in the study field of Business Studies (L01) that belongs to the group of study fields of Business and Public Administration (L). The Descriptor regulates the study field of business studies (hereinafter – business field) in the scope not covered by the General Requirements for the Studies approved by Order No. V-1168 of the Minister of Education and Science of the Republic of Lithuania of 30 December 2016 “On approval of the General Requirements for the Studies.”

2. . The Descriptor was prepared in consideration of the AACSB (Association to Advance Collegiate Schools of Business) recommendations 2013 on Eligibility Procedures and Accreditation Standards for Business Accreditation (edition of 01 July 2018), the guidelines of the European Foundation for Management Development on quality and accreditation of business programmes (EFMD EPAS), and the Guidelines of the European Quality Network (EQUAL) for undergraduate degrees in general business and management.

3. The Descriptor’s requirements shall be applied for college study programmes and university study programmes of the first and second cycles in the business field that may be conducted as full-time or part-time studies.

4. The persons, who complete the college and university studies of the first cycle in the business field, receive professional bachelor’s or bachelor’s degree in business management that is in conformity with the sixth level of the Lithuanian Qualifications Framework and the European Qualifications Framework for lifelong learning, and the first cycle of the Framework for Qualifications of the European Higher Education Area attested by the diploma of professional bachelor or bachelor and diploma supplement.

5. The persons, who complete the university studies of the second cycle, receive master’s degree in business management that is in conformity with the seventh level of the Lithuanian Qualifications Framework and the European Qualifications Framework for lifelong learning, and the second cycle of the Framework for Qualifications of the European Higher Education Area, or master’s degree in business administration (international qualification degree, Master of Business Administration, MBA) attested by the master’s diploma and diploma supplement issued by a higher education institution.

6. The studies in the field of business may be provided as interdisciplinary studies only if the learning outcomes characteristic to the business study programme are achieved in full. The integrity of these subjects in the study process and significance of the provided knowledge and skills for business specialist have to be substantiated well in the structure of the study programme. The business study programmes in two fields is possible only in the first cycle, provided the volume of the study programme is 240 credits. The study programme in two fields has to satisfy all the requirements of descriptors of both study fields and assure achievement of learning outcomes of both fields.

7. There are no special requirements established in the Descriptor for the persons applying to the studies of the first cycle.

8. The persons may be admitted to the studies of the second cycle in the field of business:

8.1. if they have completed the university studies of the first cycle in the group of study fields of Business and Public Administration or Social Sciences, and if they satisfy the requirements established by the respective higher education school;

8.2. if they have completed the university studies of the first cycle in other fields and bridging courses of the subjects complying to the particularity of the study programme, the list and content whereof are determined by the higher education institution;

8.3. if they have completed the college studies in the group of study fields of Business and Public Administration or Social Sciences and bridging courses of the subjects complying to the particularity of the study programme, the list and content whereof are determined by the higher education institution;

8.4. the persons who have the bachelor's or professional bachelor's degree and at least three-year practical work experience may be admitted to MBA study programme, if they satisfy the requirements established by the respective higher education school related to the study programme.

9. The purpose of the studies in business field is to provide an opportunity to the students to gain versatile knowledge about business creation and management and to train their competences to apply this knowledge in the wide scope of professional activities; to offer the appropriate research methods and tools to the students in order to develop their competence to solve theoretical and practical problems of business creation and management in the changing environment, to continue studies and research in business and related fields, and to be ready to improve continuously through life-long learning.

CHAPTER II CONCEPT AND SCOPE OF THE STUDY FIELD

10. Business as an object of studies covers all the processes of business creation, management, development and business environment.

11. The business field is closely related to the studies in the fields of management, economics, communication, psychology, sociology, law, statistics, and others, because it integrates achievements and knowledge of many sciences that create conditions to purify the peculiarities of principles, methods and regularities of business creation and management.

12. Business studies have to disclose the complexity of business creation, management and development activities, their dynamics and peculiarities on diverse levels (enterprises, countries, international and global). The interpretation and understanding of business activities have to be based on diversity of theoretical approaches and discussions; the research has to be based on application of various methodologies and/or their harmonisation. Interdisciplinarity and multidisciplinary are characteristic to business studies.

13. The elements of the content of business studies are the following:

13.1. knowledge and skills necessary to create, manage and develop business activities and to perform research in business environment in national and global markets;

13.2. training of the need to take interest in novelties in business area, ability to apply business management skills in various circumstances, ability to match them with knowledge in the fields of management and social sciences perception of importance of management solutions and their influence on business results;

13.3. training of wide erudition, creative and critical thinking;

13.4. need to develop professional competence through life-long learning.

14. The graduates of the studies of the first cycle will be able to work as specialists of business management in industrial, commercial or service enterprises or public sector, and to create own business. Depending on the requirements of the higher education institution, the studies may be continued in the fields of management, public administration and other study fields.

15. The graduates of the studies of the second cycle will be able to work as business management specialists and managers in industrial, commercial or service enterprises or public sector, to carry out activities of analysis of opportunities to create business, business state

(processes) and environment, (strategic) management, and identification of business development trend. Business management specialists may create business, consult, make career in business administration, work in research (in MBA case, in applied research) area, and continue PhD studies. When MBA graduate are admitted to PhD studies, the universities may demand for additional evidence on the person's readiness to research work (published articles, etc.).

CHAPTER III GENERAL AND SPECIAL LEARNING OUTCOMES

16. The provided learning results in business field are the aimed general and special learning outcomes in this study field, yet they do not serve as a specification of detailed content of a study programme or subjects.

17. At the completion of the studies in business field, the graduates will be able:

17.1. to substantiate their professional activities by knowledge and understanding, how businesses of different sizes and different areas are created and managed;

17.2. to apply creatively and critically the research methods and tools to solve theoretical and practical problems of business creation and management, by taking the alternatives of problem solution in business environment into consideration;

17.3. to collect, structurise, analyse, interpret and use the information needed for professional activities, and to formulate research conclusions;

17.4. to convey knowledge and ideas about business creation and management orally and in writing, to take part in discussions with professionals and other persons, in order to contribute to achievement of business objectives and harmonious development;

17.5. to improve own professional competence, to endeavour at personal and professional growth, to comply with professional ethics, and to learn all life.

18. At the completion of the college studies in business field, the following learning outcomes have to be achieved:

18.1. knowledge and its application. The person:

18.1.1. understands the principles of business creation, formation of the organisation's structure, management principles, and is able to apply the latest knowledge in management theory and solution of organisations' management problems in practical activities;

18.1.2. is able to recognise and understands the fundamentals of social sciences, humanities and other sciences, understands its application peculiarities in practical activities of business creation and management;

18.2. skills to carry out research. The person:

18.2.1. is able to carry out empirical research and to apply knowledge of social sciences, humanities, technological and other sciences in an integrated manner;

18.2.2. is able to use modern information technologies, to apply qualitative and quantitative research methods, to accumulate information purposefully for analysis of business creation and management;

18.2.3. is able to collect data and to analyse the processes in business environment, in order to identify business management problems, and to select the methods how to solve business management problems in order to carry out the set tasks;

18.3. field-specific skills. The person:

18.3.1. is able to collect, summarise, analyse and systemise performance data of organisations, to assess the performance results, and to make suggestions, how to improve business management, activities, and on other issues;

18.3.2. is able to plan, organize and carry out research in business environment, to choose independently the technological, organisational and methodical measures to analyse the organisation's activities and to highlight their improvement methods;

18.3.3. is able to apply independently the skills of professional activities based on humanities, social, technological and other sciences to control and improve business processes;

18.4. social skills. The person:

18.4.1. is able to communicate with specialists and other persons while solving the tasks of business creation, management and development, to convey own knowledge and attitude in compliance with professional ethics and civic consciousness;

18.4.2. is able to express critically and consistently thoughts in writing and orally, to raise and solve problems of business management and development, to discuss actual professional issues, while developing and strengthening business management skills;

18.5. personal skills. The person:

18.5.1. is able to collect, store and systemise information, to use various information sources, information technologies, and to handle confidential information properly;

18.5.2. is able to improve independently in the professional field and understands moral responsibility for impact of results of own activities on society's, economic and cultural development and environment;

18.5.3. is able to improve and develop professional competence independently through life-long learning.

19. At the completion of the university studies of the first cycle in business field, the following learning outcomes have to be achieved:

19.1. knowledge and its application. The person:

19.1.1. understands the theories of social sciences and humanities, is able to apply them by analysing and assessing the theoretical and practical business management phenomena in versatile and systematic manner;

19.1.2. understands the principles of business creation, formation of the organisation's structure, management principles, and is able to apply the latest knowledge in management theory and solution of organisations' management problems for assessment of external and internal factors of business environment, and to form suggestions how to improve the problematic areas of business management;

19.1.3. is able to apply the latest knowledge in management for interdisciplinary studies or in various areas of professional activities, to analyse critically and to perform complex assessment of business processes within the context of management theories and international changes;

19.2. skills to carry out research. The person:

19.2.1. is able to carry out research, to apply management methods creatively and critically, to assess the main business laws, concepts and categories, to use achievements and methods of main fundamental and applied research, and to formulate the research conclusions;

19.2.2. is able to choose appropriate qualitative and quantitative research methods for research in business environment, to summarise the research results, and to present possible solutions; upon assessment of tendencies of changes in business environment, the person is able to see perspectives of business management;

19.2.3. is able to find, process, interpret and apply research results while preparing solutions of business creation and management problems, and to forecast tendencies of business development in consideration to changes in the environment;

19.3. field-specific skills. The person:

19.3.1. is able to collect, structurise, analyse and systemise performance data and decision-making peculiarities of organisations of various sizes operating in different fields, to assess the performance results, and to make suggestions, how to improve business management, activities, and on other issues;

19.3.2. is able to plan, organize and carry out research in business environment, to prepare the expansion guidelines, to take the aimed objectives and results of analysis into consideration, to use critical thinking in order to choose independently the technological, organisational and methodical measures to carry out research and to highlight the methods, how to improve business activities;

19.3.3. is able to assess and forecast changes in business environment, to analyse and systemize research results needed to solve important business-related economic, social and ethical problems, and to make recommendations on solutions;

19.4. social skills. The person:

19.4.1. is able to communicate with specialists and society while solving the assignments of professional activities or study field, to convey business management knowledge in writing and orally to specialists, to present the results of performed activities to various audiences, and to discuss relevant professional issues in interdisciplinary environment;

19.4.2. is able to express fluently thoughts in writing and orally, to communicate effectively in professional business environment and community;

19.4.3. is able to assess the quality of own work and work of subordinate employees, to assume responsibility for its results, and to comply with professional ethics and civic consciousness;

19.5. personal skills. The person:

19.5.1. is able to assess critically own professional practice and that of the colleagues, and understands moral responsibility for impact of results of own activities on society's, economic and cultural development and environment;

19.5.2. is able to work responsibly, accurately and independently, to make creative and innovative decisions in complex situations;

19.5.3. is able to improve and develop professional competence independently through life-long learning, to carry out versatile ethical activities based on projects, creativity, self-expression and innovation.

20. At the completion of the university studies of the second cycle in business field, the following learning outcomes have to be achieved:

20.1. knowledge and its application. The person:

20.1.1. understands and is able to apply the theories and research methods of social sciences, is able to apply them by analysing and assessing systematically the theoretical and practical business management phenomena in the conditions of uncertainty, to carry out professional activities, to initiate the changes, and to foster social, cultural and ethical values;

20.1.2. has fundamental and applied research-based knowledge of business creation and management that create preconditions to create and apply original ideas within the context of contemporary research;

20.1.3. understands and applies classical and contemporary business management theories while assessing the national policy on business regulation and development, functioning of global economy, and while solving business management problems in the changing environment;

20.1.4. knows the latest methods of social research, their application possibilities and limitations;

20.2. skills to carry out research. The person:

20.2.1. is able to analyse and assess critically the ideas for improvement of business management, to formulate arguments and preconditions, to apply qualitative and quantitative methods for applied and interdisciplinary research;

20.2.2. is able to analyse, systemise and assess information received from various sources and needed for research (applied research in case of MBA) on business creation and management, to make alternative business management decisions, and to assess their possible impact on environment;

20.2.3. is able to integrate knowledge, to apply innovative control methods for complex business situations, to make business decisions in absence of thorough information, to initiate, organise and carry out research (applied research in case of MBA) and to interpret the research results in the interdisciplinary aspect;

20.3. field-specific skills. The person:

20.3.1. is able to solve non-routine complex business management tasks in the conditions of uncertainty; while introducing novelties, the graduates match knowledge in various fields, are able to assess alternatives and possible unexpected events encountered in the course of creation and development of business;

20.3.2. is able to apply systematic approach, to assess and prepare new information and organisational measures for making decisions on business management and carrying out of research (applied research in case of MBA);

20.3.3. is able to apply the latest research methods of business activities and environment, and to make innovative management decisions based on research results;

20.4. social skills. The person:

20.4.1. is able to communicate fluently in writing and orally with business representatives and other interested persons, to discuss relevant issues of business creation and management practice and theory, including presentation of ideas, preparation of business reports, consultations, and expert evaluation;

20.4.2. is able to plan, organise and perform individual and group research (applied research in case of MBA), to assess effectiveness of group work, to analyse the principles of group's formation, conveyance of assignments and coordination, and complies with professional ethics and civic consciousness;

20.4.3. is able to initiate and organise preparation of performance plans and projects, to supervise their implementation, and to assess effectiveness of such activities;

20.5. personal skills. The person:

20.5.1. is able to make independent management decisions in case of complex and undefined situations, to initiate and supervise business activities, to choose an improvement direction, and to keep educating independently;

20.5.2 is able to demonstrate the skills of critical, systemic and logical thinking when making management decisions based on assessment of possibilities and consequences, and understands moral and social responsibility for own activities and their ethical consequences;

20.5.3. is able to assess critically and choose the data and information sources that would be the most appropriate to make decisions on business creation and management, and to assure confidentiality of information.

21. At the completion of MBA studies, the following learning outcomes have to be achieved:

21.1. knowledge and its application. The person:

21.1.1. understands and is able to apply the theories and research methods of social sciences, is able to apply them by analysing and assessing systematically the theoretical and practical business management phenomena in the conditions of uncertainty, to carry out professional activities, to initiate the changes, and to foster social, cultural and ethical values;

21.1.2 has research-based knowledge of business creation and management that create preconditions to create and apply original ideas in business;

21.1.3. understands and applies classical and contemporary business management theories while assessing the national policy on business regulation and development, functioning of global economy, and while solving business management problems in the changing environment;

21.1.4. knows the latest methods of social research, their application possibilities and limitations;

21.2. skills to carry out research. The person:

21.2.1. is able to analyse and assess critically the ideas for improvement of business management, to formulate arguments and preconditions, to apply qualitative and quantitative methods for applied research;

21.2.2. is able to analyse, systemise and assess information received from various sources and needed for applied research on business creation, to make alternative business management decisions, and to assess their possible impact on environment;

21.2.3. is able to integrate knowledge, to apply innovative control methods for complex business situations, to make business decisions in absence of thorough information, to initiate, organise and carry out applied research and to interpret the research results in the interdisciplinary aspect;

21.3. field-specific skills. The person:

21.3.1. is able to solve non-routine complex business management tasks in the conditions of uncertainty; while introducing novelties, the graduates match knowledge in various fields, are able to assess alternatives and possible unexpected events encountered in the course of creation and development of business;

21.3.2. is able to apply systematic approach, to assess and prepare new information and organisational measures for making decisions on business management and carrying out of applied research;

21.3.3. is able to apply the latest research methods of business activities and environment, and to make innovative management decisions based on research results;

21.4. social skills. The person:

21.4.1. is able to communicate fluently in writing and orally with business representatives and other interested persons, to discuss relevant issues of business creation and management practice, including presentation of ideas, preparation of business reports, consultations, and expert evaluation;

21.4.2. is able to plan, organise and perform individual and group research work, to assess effectiveness of group work, to analyse the principles of group's formation, conveyance of assignments and coordination, and complies with professional ethics and civic consciousness;

21.4.3. is able to initiate and organise preparation of performance plans and projects, to supervise their implementation, and to assess effectiveness of such activities;

21.5. personal skills. The person:

21.5.1. is able to make independent management decisions in case of complex and undefined situations, to initiate and supervise business activities, to choose an improvement direction, and to keep educating independently;

21.5.2. is able to demonstrate the skills of critical, systemic and logical thinking when making management decisions based on assessment of possibilities and consequences, and understands moral and social responsibility for own activities and their ethical consequences;

21.5.3. is able to assess critically and choose the data and information sources that would be the most appropriate to make decisions on business creation and management, and to assure confidentiality of information.

CHAPTER IV TEACHING, LEARNING AND ASSESSMENT

22. The teaching and learning methods have to be diverse and effective. The tasks of independent work have to comply with the learning outcomes of the study programme and to motivate the students. The work time of students and teaching staff and material resources (libraries, laboratories, equipment, etc.) have to be used rationally.

23. The principle of lifelong learning concept should be implemented in the teaching and learning process. The programme, its content and didactic system have to motivate the students to use various resources and sources of knowledge acquisition, and the teaching staff should be motivated to integrate novelties into the teaching and learning process.

24. The teachers have to know and understand the didactic conception of the study programme, their competences have to comply with the requirements of the study programme. They have to be able to create the programme of particular subject/module in consideration to the study programme, to which the respective subject/module belongs. When preparing the study material, the teachers have to use the latest research achievements, to know the links of the taught subject/module with other study and research fields, to be able to improve the teaching and studying content, to choose the appropriate methods of teaching and assessment of students' achievements that would be oriented to students.

25. Various study methods have to be applied in the course of studies: traditional and interactive lectures, practical assignments, laboratory assignments, tasks to search for and summarise information, case studies, problem analysis and solution, individual and group works,

sets of report presentation, consultations, etc. The same methods may be applied in different cycles of studies; however, their application in the second cycle has to be linked to deeper understanding of the content, more complex tasks, and to induce the student to present own insights independently, critically and responsibly, and to integrate competences of various fields.

26. Teaching staff have to choose various assessment methods and modes, for example, examination, computer testing, analysis of problem solution, test, report, seminar, report on laboratory works, report on practical training, assessment of reports on individual and group works, self-assessment, etc. Teaching staff have to know their methodological application aspects and to be motivated to create and apply integrated assessment methods. The assessment methods have to be linked clearly to the applied study methods of the subject.

27. The research works and development of transferable skills have to be planned for the teaching and learning process, especially in the second stage. The didactic system of the study programme has to motivate and create preconditions to apply analytical, practical and transferable skills.

28. The knowledge and skills described in the learning outcomes have to be assessed formally. The students have to receive timely feedback on their work results.

29. All the assessments of the students have to be based on clearly formulated, objective criteria that are known in advance. The volumes of works and assessment methods and criteria of the students' achievements and learning outcomes have to be provided and defined clearly in the study programme. When the assessment criteria are formulated, the lowest achievement level complying to the lowest positive evaluation has to be indicated. When the student's achievements are assessed, it is recommended to apply the cumulative score.

30. The assessment system of the students' achievements has to be documented clearly, hence allowing the higher education institution to make sure that the graduates of the study programme will have achieved the level of the learning outcomes defined in the study programme.

CHAPTER V REQUIREMENTS FOR IMPLEMENTATION OF STUDY PROGRAMMES

31. The study programme has to be relevant, to comply with the level of research and study field, and it has to be improved and updated all the time. The executors of studies have to make sure that the study programme provides possibilities to the students to get familiar with the content of novelties and innovative topics still while studying, and that the students are motivated to see and foresee the perspectives of development of the study field and professional activities.

32. The fulfilment of the study programme has to be based on its quality supervision, involving the internal and external stakeholders.

33. The purpose and learning outcomes of the study programme have to be clear and accessible. The structure of the study programme has to reveal the particularity and specifics of the study field of business studies.

34. The following requirements are set for teaching of the study programmes in the study field of business studies:

34.1. the subjects in the study programmes in the business field of the college and university studies of the first cycle may be taught by persons, who have at least the master's degree or an equivalent higher education qualification (except for the case mentioned in the last sentence of this subparagraph), and whose academic and/or practical activities are related to the subjects in the field of business studies. Practical assignments (practical works, workshops, practical training (internship) of students, etc.) at college can be supervised by a person who has at least the bachelor's or professional bachelor's degree;

34.2. at least 10 percent of the teachers of college study programme of business field must have PhD, where the field of research activities has to correspond to the subjects they teach. More than 50 percent of the teachers in the field of business study must have at least 3 years of practical work experience in the field of taught subject/module;

34.3. at least 50 percent of the teachers of university study programmes of the first cycle of business field must have PhD, where the field of research activities has to be related to management, economics, communication and other research fields close to the taught subject/module, who would publish their findings in scientific publications; or these teachers have to be recognised artists;

34.4. at least 80 percent of the teachers of university study programmes of the second cycle of business field must have PhD, where the field of research activities has to be related to management, economics, communication and other research fields close to the taught subject/module, who would publish their findings in scientific publications. Other teachers may be practitioners, who would have gained at least 3 years of practical work experience in the field of taught applied subjects in the last 7 years. At least 20 percent of the volume of the subjects in the study field of business studies has to be taught by teachers, who have a title of professor;

34.5. in case of MBA studies, the same requirements shall be applied to the teachers as in case of other study programmes of the second cycle. However, it is recommended to involve business representatives into the study process, who could teach certain topics, read reports as guest lecturers, or exchange their experience on the issues related to the topics of the taught subject.

35. The criteria, on the basis of which teachers are assessed and selected: number and level of scientific publications and teaching aids in the field of taught or planned subject/module, compliance of teaching, practical and research experience with the taught and/or planned subject, ability to communicate freely in at least one language used in the European Union (English, German, French) that is widely used in the research and practical activities linked to the subject of studies, interest and activeness in creation and/or application of effective and advanced teaching and learning methods, recognition in professional, scientific and other communities, participation in professional development programmes and internships, positive feedback from students about teaching quality, personal interest in the issues of students' studies and professional career, and knowledge of the criteria under which the study programmes are assessed.

36. Practical training is an integral part of the studies of the first cycle in the business field. It has to be organised in accordance with the practical training organisation procedure prepared by respective higher education institution. The total volume of practical training in the studies of the first cycle has to amount to the following: college studies – at least 30 credits, university studies – at least 15 credits. The supervisors of practical training must have at least the master's degree or an equivalent higher education qualification. Practical assignments (practical works, workshops, practical training (internship) of students, etc.) at college can be supervised by a person who has at least the bachelor's or professional bachelor's degree.

37. The purpose of practical training is to develop the student's abilities to link the theoretical knowledge with solution of practical problems. The higher education institution has to suggest a list of possible places for the practical training to the students. The student may find a place for practical training himself / herself, upon approval of the higher education institution. When the institution for practical training is chosen, a trilateral agreement between the student, the higher education institution and the institution of practical training is made. The idea of cooperation with social partners has to be implemented in the course of organisation of practical training. The practical assignments have to be selected by linking the student's academic preparation to the competence of practical activities. It is recommended to involve the supervisors of practical training in institutions into the process of improvement of organisation of practical training and content of practical assignments.

38. The study programme has to be formed in such a way as to satisfy the needs of various groups of students linked to duration and intensity of students, diverse schedules, geographical peculiarities, and possibility to make individual curricula or combinations of qualifications.

39. The studies in business field of all cycles end in publicly defended final thesis (project), save for MBA, where final thesis is not compulsory, although recommended. The final thesis shall be prepared and defended in accordance with the methodical requirements for preparation and defence of final theses prepared and approved by respective higher education institution. The

assessment commission of final thesis (project) has to be formed from competent specialists in the study field – scientists, professional practitioners, and representatives of social partners.

40. The professional bachelor thesis (project) has to reveal the students' ability to understand and analyse business phenomena and processes and to apply creative the knowledge and practical skills while solving the business problems. The professional bachelor thesis serves to demonstrate the student's ability to express critically and consistently own ideas in writing and orally, to raise the problems and to formulate the reasoned solution methods, and to discuss the professional issues.

41. The bachelor thesis (project) has to be based on independent applied research, application of knowledge or prepared as a project that reveals the capacities corresponding to the objectives of the study programme. The bachelor thesis (project) serves to manifest the undergraduates' knowledge and level of understanding, ability to analyse and assess comprehensively and systemically the theoretical and practical business management phenomena (chosen topic), to analyse critically and to perform complex assessment of the systemised findings of earlier or independent research needed to solve economic, social and ethical problems of business. The student has to use the bachelor thesis to demonstrate the ability to find, process, interpret and apply the research findings, to formulate solutions of business creation and management problems, and to forecast tendencies of business development with regard to the changes in environment.

42. The master thesis (project) has to be based on analysis, synthesis and assessment of research works on the selected topic of the business field, independent research, application of knowledge, or it has to be prepared as a project that reveals the capacities corresponding to the objectives of the study programme. The master thesis (project) serves to manifest the graduates' ability to integrate knowledge, to apply theories and methods of social sciences, to analyse and assess systemically the theoretical and practical business management phenomena (problems) in the conditions of uncertainty. The student has to use the master thesis to demonstrate the ability to analyse and assess critically the ideas of business management improvement, to formulate arguments and preconditions by performing applied and interdisciplinary research, to apply qualitative and quantitative methods, to formulate alternative management solutions, to identify and assess their possible impact on environment. If the final thesis is provided in MBA programme, it is recommended to focus on solution of the problem of some particular business unit.

43. The material and methodical resources have to satisfy the following minimal requirements:

43.1. the number of lecture halls, laboratories, other teaching and independent work premises, the number of places inside of such premises, the equipment and its layout have to satisfy the study needs, requirements of work safety and hygiene, and to be adjusted to group work and training of communication skills;

43.2. the work of technical and administrative services has to create conditions to form practical skills of students, to personalise the programme, and to make the information about study process accessible;

43.3. the teaching material and sources of literature have to be available in libraries and/or in electronic space. During the contact classes and while carrying out the individual works, the students should be able to use the software necessary to acquire practical skills;

43.4. the possibilities to study for students with special needs (with disabilities of vision, hearing or movement) have to be created.
