



MINISTRY OF SCIENCE AND HIGHER EDUCATION OF THE RUSSIAN FEDERATION
Federal State Budgetary Educational Institution of Higher Education
«KAZAN STATE POWER ENGINEERING UNIVERSITY»
(FSBEI HE «KSPEU»)

APPROVING

Director of the Institute of Digital
Technologies and Economics

_____ Zainullin R.R.

«24» _____ February _____ 2026

WORK PROGRAM FOR THE DISCIPLINE

B2.V.03(I pre-grad) Industrial practice (pre-graduation practice)

Field of training 38.03.02 Management

Qualification Bachelor's Degree

Kazan, 2026

Program developed by:

Department name	Position, academic degree, academic title	Full name Developer
Management	Candidate of Sociological Sciences, Associate Professor	Akhmetova E.S.

Approval	Name of department	Date	Minute s No.	Signature
Approved	Management	10.02.2026	Protocol №5	_____ Head of Department, Doctor of Social Sciences, Professor Makhiyanova A.V.
Agreed	Management	10.02.2026	Protocol №5	_____ Head of the Department., Doctor of Social Sciences, prof.Makhiyanova A.V.
Agreed	Educational and Methodological Council of IDTE	24.02.2026	Protocol №6	_____ Director, Ph.D., Associate Professor, Zainullin R.R..
Approved	Scientific Council of IDTE	24.02.2026	Protocol №6	_____ Director, Ph.D., Associate Professor, Zainullin R.R.

1. Aims, objectives and expected learning outcomes of the work placement

- The purpose of the internship (pre-graduation internship) is to reinforce and expand knowledge of organizational operations, as well as to acquire practical skills and competencies in performing professional functions and tasks in accordance with the types of professional activities expected of a future bachelor's degree holder.
- The objectives of the internship are:
 - to familiarize oneself with the organizational and legal form of the organization and identify its advantages and disadvantages;
 - to study the characteristics of the organization's operational area and the customer base it serves, and identify competitive advantages;
 - to study the organization's areas of activity and their impact on the formation of internal and external strategies;
 - to construct the organizational management structure of the organization and provide suggestions for its improvement;
 - to familiarize oneself with issues related to personnel selection and placement, systems for hiring and dismissing employees; professional development; employee participation in enterprise management; and personnel evaluation;

- examine the application of organizational, administrative, economic, and socio-psychological management methods within the organization, and identify shortcomings in their use;
- examine the organization of information support for management and record-keeping.
- reinforcement and the development of theoretical and practical skills relevant to their future career path, as well as the collection of materials for their final thesis.

Competencies developed through the internship, planned learning outcomes, and corresponding indicators of competency achievement:

Competence code and name	Indicator code and name
PC-2 Able to develop strategies for the organization with the aim of adapting its production and economic activities to changing external and internal market conditions in order to ensure investment attractiveness and competitiveness in the modern global economy	PC-2.2 Demonstrates the ability to effectively implement the main sections of the organization's strategy in order to adapt it to changing market conditions.
PC-3 Able to use advanced domestic and foreign experience in the field of organizational management to prepare balanced management decisions, taking into account the influence of the modern socio-economic environment.	PC-3.3 Uses information that includes the entire set of technologies for planning the work of an organization's employees, which they apply independently to increase the efficiency of working time and improve control over the growing volume of tasks assigned.
PC-3 Able to use advanced domestic and foreign experience in the field of organizational management to prepare balanced management decisions, taking into account the influence of the modern socio-economic environment.	PC-3.4 Uses modern human resource management technologies necessary for expanding external relations and exchanging experience in implementing projects aimed at the development of the organization.
PC-4 Able to develop potential solutions based on target indicators developed for them, with the aim of implementing effective project activities of the organization.	PC-4.1 Participates in the identification, collection, and analysis of information for the formation of effective project management decisions.
PC-4 Able to develop potential solutions based on target indicators developed for them, with the aim of implementing effective project	PC-4.2 Analyzes internal (external) factors and conditions affecting the organization's management activities in order to develop further potential solutions based on selected criteria.

activities of the organization.	
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2. The role of work placements in the structure of the degree programme OP

The work placement (pre-graduation placement) forms part of the compulsory curriculum for the 38.03.02 Management degree programme.

3. Forms and methods of practical training

Type of placement: in-hospital, outreach

in-house, on-site

Format of the work placement

discrete

continuous, discrete

Practices and approaches for people with disabilities.

For people with disabilities, the choice of placement locations is determined in accordance with accessibility requirements for this category of students:

- all items in the work area must be securely fastened;
- where necessary, additional space is provided for a disabled person (for example, for a wheelchair user);
- additional lighting for the workstation can be provided if necessary;
- all equipment and furniture used by a person in a wheelchair must be within easy reach.
- a workstation involving computer work shall, where necessary, be equipped with a special keyboard and a special computer mouse.

The placement venue is organised by the placement centres and must comply with the relevant health and safety standards

4. Location and time of the placement

The placement takes place in the 43 course(s) of the 8 semester(s).

Duration of the placement (weeks) 2

The internship will take place at KSPEU

5. Scope, structure and content of the internship

5.1. Scope of Practice

For distributed

Type of academic work	Total ZE	Total hours	Semester 4
TOTAL WORKLOAD OF THE INTERNSHIP	3	108	108
INDEPENDENT STUDY BY THE STUDENT	3	108	108
Midterm assessment:	Graded assignment		

5.2. Structure and content of the placement

No p/p	Sections (Stages) and Course Content	Competency codes with indicators	Assessment tools and forms of ongoing assessment
1	2	3	7
1	Preparatory phase		
1.1	Orientation and paperwork for the internship.	PC-3.3	Oral individual interview
2	Working phase *		
2.1	Review of the guidelines for gathering information for the internship. Analysis of methods for addressing strategic and operational management challenges, as well as methods for maintaining and enhancing the organization's competitiveness.	PC-3.4	Face-to-face interview
2.2	Analysis of investment decisions, financial and dividend policies, capital structure, implementation of business plans, agreements, and contracts of the organization. Study of methods for coordinating the activities of personnel and achieving consistency in the execution of specific projects and tasks. Analysis of the organization's activities regarding the implementation of technological and product innovations and changes	PC-4.1	Face-to-face interview
3	Reporting phase		
3.1	Completing the necessary documents relating to the work placement, the final report and the placement diary in accordance with the established procedure. Processing the information received. Drawing conclusions and making recommendations based on the research conducted. Documenting the results of the individual assignment; drafting a report on the work placement; completing the placement diary	PC-4.2 PC-2.2	Face-to-face interview

* The content of the practical phase is determined according to the nature and type of placement

5.3. List of suggested individual practical assignments

- to assess the feasibility of applying innovative human resource management methods within the organisation
- to analyse the information systems supporting the organisation's management
- to examine the organisation's current planning processes
- to assess staff motivation within the organisation
- assess the risks involved in managing the organisation
- examine the issue of ensuring the organisation's solvency in the current climate
- develop a business plan for a new type of activity for the organisation

6. Assessment of the results of the work placement

The assessment of the results of the work placement is carried out as part of ongoing progress monitoring and interim assessments.

Ongoing assessment takes place throughout the placement period and includes an individual oral interview.

The interim assessment for the practical placement takes the form of a graded assessment, which involves a public defence of the practical placement report. The final mark for the work placement is the mark awarded during the student's interim assessment, taking into account the results of ongoing progress monitoring and the assessment report on the student's performance submitted by the work placement supervisor from the relevant organisation.

At the end of the work placement, the student submits a report:

No p/p	List of reporting documents
1	A copy of the student's work placement agreement *
2	A copy of the administrative document appointing the head of the practice from among the staff of the relevant organisation
3	An approved individual placement assignment, including a work schedule (plan), agreed with the placement supervisor from the relevant organisation
4	Practical training logbook bearing a record of completion of the introductory health and safety briefing and the workplace health and safety briefing, signed by the practical training supervisors from the relevant organisation and KGEU
5	A reference letter from the placement supervisor at the relevant organisation, certified by the organisation's signature and stamp (to be included in the placement log)
6	Student placement report, prepared in accordance with the requirements

* Not required for placements within KGEU's departments, at partner departments, or where long-term cooperation agreements are in place regarding the organisation of student placements

Assessment scale for the placement:

Competency code	Competence indicator code	Planned learning outcomes for the course	Level of development of the competency indicator			
			High	Average	Below average	Low
			from 85 to 100	from 70 to 84	from 55 to 69	from 0 to 54
			Grading scale			
			great	fine	satisfactory	unsatisfactory
			credited			not counted
PC-2 Able to develop strategies for the organization with the aim of adapting its production and economic activities to changing external and internal market conditions in order to ensure investment attractiveness and competitiveness in the modern global economy	PC-2.2 Demonstrates the ability to effectively implement the main sections of the organization's strategy in order to adapt it to changing market conditions	Know: various methods of analysing an organisation's management structure and ways of improving it				
		Knowledge of various methods for analysing an organisation's management structure and methods for improving it, to the extent required by the training programme, without errors	Knowledge of the various methods of analysing an organisation's management structure and methods for improving it, to the extent required by the syllabus, contains a few minor errors	The minimum acceptable level of knowledge regarding various methods of analysing an organisation's management structure and methods for improving it is such that many serious errors occur	Knowledge of the main methods of analysing an organisation's management structure and methods for improving it falls below the minimum requirements; there are serious errors	
		Be able to develop proposals for streamlining the management structure in line with the organisation's current strategy				
		They have demonstrated all the key skills required to develop proposals for streamlining the management structure in line with the organisation's current strategy in full	The following key skills have been demonstrated: developing proposals for streamlining the management structure in line with the organisation's current strategy	Demonstrate three key skills in developing proposals for streamlining the management structure in line with the organisation's current strategy	When tackling standard tasks, they have not demonstrated the ability to develop proposals for streamlining the management structure in line with the current	

				with minor errors, all tasks have been completed in full, but with some shortcomings	with minor errors; all tasks have been completed, but not in full	the organisation's strategy, there are serious errors
		Be familiar with: methods for analysing the effectiveness of organisational structures				
			Demonstrated proficiency in methods for analysing the effectiveness of organisational structures, without errors or shortcomings	Basic proficiency in methods for analysing the effectiveness of organisational structures has been demonstrated, albeit with some shortcomings	There is a minimum set of skills in using methods for analyzing the effectiveness of organisational structures. with some shortcomings and	When tackling standard tasks, the candidate has not demonstrated a basic grasp of methods for analysing the effectiveness of organisational structures; there are serious errors
		Know: the basics of applying the concepts of self-development and self-fulfilment for effective time management				
PC-3 Able to use advanced domestic and foreign experience in the field of organisational management to prepare balanced management decisions, taking into	PC-3.3 Uses information that includes the entire set of technologies for planning the work of an organization's employees, which they apply independently to increase the efficiency of working time		Level of knowledge regarding the application of concepts of self-development and self-fulfilment for effective time management, to the extent required by the training programme, without errors	The level of understanding of the fundamentals of applying the concepts of self-development and self-actualisation for effective time management, to the extent required by the programme,	A basic understanding of how to apply the concepts of self-development and self-fulfilment for effective time management; there are many minor errors	Knowledge of the fundamentals of applying the concepts of self-development and self-fulfilment for effective time management falls below the minimum requirements; serious errors are

account the influence of the modern socio-economic environment.	and improve control over the growing volume of tasks assigned.			shows a few minor errors		being made
		Be able to: make effective use of working time and maintain control over an increasing workload				
			All key skills required to make effective use of working time and to manage the increasing volume of assigned tasks in full accordance with the organisation's strategy have been demonstrated	All key skills required to make effective use of working time and manage an increasing workload have been demonstrated; all tasks have been completed in full, with only minor errors, though some shortcomings remain	The student has demonstrated the key skills required to use working time effectively and to manage an increasing workload with few errors; all tasks were completed, though not in full	When tackling standard tasks, the candidate has not demonstrated the ability to use working time effectively or to manage an increasing workload; serious errors have occurred
		skills in setting organisational objectives and determining how to achieve them				
			Demonstrated the ability to set objectives for the organisation's project activities and to achieve them without errors or shortcomings	The basic skills involved in setting organisational goals and ways of achieving them have been demonstrated, albeit with some shortcomings	There is a basic set of skills for setting organisational goals and determining how to achieve them, albeit with some shortcomings	When tackling standard tasks, the candidate has not demonstrated basic skills in setting organisational objectives and ways of achieving them; serious errors have been made
	Knowledge: principles of planning and organising human resource management					
		Knowledge of the basic principles of planning and the organisation of human resource management, to the	Knowledge of the principles of planning and the organisation of human resource management, to the	A minimal level of understanding of the principles of planning and organising human resource management	Knowledge of the principles of planning and organising human resource	

<p>PC-3 Able to use advanced domestic and foreign experience in the field of organizational management to prepare balanced management decisions, taking into account the influence of the modern socio-economic environment.</p>	<p>PC-3.4 Uses modern human resource management technologies necessary for expanding external relations and exchanging experience in implementing projects aimed at the development of the organization.</p>		<p>extent required by the training programme, without errors</p>	<p>extent required by the programme; there are a few minor errors</p>	<p>nt; there are many minor errors</p>	<p>es management falls below the minimum requirements, and serious errors are present</p>
		<p>Be able to: apply modern information technologies to support research on a chosen topic</p>				
			<p>All the key skills required to apply modern information technologies in support of research on the chosen topic have been demonstrated in full</p>	<p>All the key skills required to apply modern information technologies in support of research on the chosen topic have been demonstrated in full, though with some shortcomings</p>	<p>The student has demonstrated the basic ability to apply modern information technologies in support of research on a chosen topic, with few errors; all tasks have been completed, though not in full</p>	<p>When tackling standard tasks, the student has not demonstrated the basic ability to apply modern information technologies to support research on a chosen topic, and has made serious errors</p>
		<p>Possess: - expertise in information technologies for forecasting and managing business processes; the ability to work effectively within a team formed to tackle specific tasks</p>				
			<p>Demonstrated skills in using information technology for forecasting and managing business processes; demonstrated skills in</p>	<p>Demonstrated basic skills in using information technology for forecasting and managing</p>	<p>Possesses a basic set of skills in the use of information technology for forecasting and managing business processes; skills in</p>	<p>When tackling standard tasks, the student has not demonstrated basic proficiency in information technology for</p>

			working as part of a team formed to tackle set tasks without errors or shortcomings	business processes; demonstrated teamwork skills within a team formed to tackle specific tasks, albeit with some shortcomings	working within a team formed to tackle specific tasks, albeit with some shortcomings	forecasting and managing business processes; nor have they demonstrated the ability to work within a team formed to tackle specific tasks, and serious errors have occurred
		Know: the basics of setting strategic objectives for various types of project work, ensuring that the set goals are achieved				

<p>PC-4 Able to develop potential solutions based on target indicators developed for them, with the aim of implementing effective project activities of the organization.</p>	<p>PC-4.1 Participates in the identification, collection, and analysis of information for the formation of effective project management decisions.</p>		<p>Level of knowledge regarding the fundamentals of setting strategic objectives for various types of project activities, ensuring that the set goals are achieved to the extent required by the training programme, without errors</p>	<p>The level of knowledge regarding the fundamentals of setting strategic objectives for various types of project activities, ensuring that the set goals are achieved to the extent required by the programme, contains a few minor errors</p>	<p>The minimum acceptable level of knowledge regarding the fundamentals of setting strategic objectives for various types of project activities, ensuring that the set goals are achieved, is marked by numerous minor errors</p>	<p>Knowledge of the fundamentals of setting strategic objectives for various types of project activities, which are necessary to achieve the set goals, falls below the minimum requirements; serious errors occur</p>
		<p>Be able to: set priorities when carrying out project work</p>				
			<p>All key skills in prioritising tasks during the implementation of project activities have been demonstrated in full</p>	<p>All the key skills required to prioritise tasks when carrying out project work have been demonstrated in full, albeit with some shortcomings</p>	<p>Demonstrated key skills - setting priorities when carrying out project work with minor errors; all tasks were completed, but not in full</p>	<p>When tackling standard tasks, the student has not demonstrated the basic ability to prioritise during project work, and serious errors have occurred</p>
		<p>Possess the skills to identify the best ways to improve the quality of a project, taking into account applicable legal requirements and existing conditions, resources and constraints</p>				
			<p>Demonstrated the</p>		<p>Possesses a basic set of</p>	<p>When tackling</p>

			ability to identify the best ways to improve project quality, taking into account applicable legal requirements and existing conditions, resources and constraints, without errors or shortcomings	The student has demonstrated a basic ability to identify the best ways to improve the quality of a project, taking into account applicable legal requirements and existing conditions, resources and constraints, albeit with some shortcomings	skills for identifying the best ways to improve project quality, taking into account applicable legal requirements and constraints, albeit with some shortcomings	standard tasks, the candidate has not demonstrated the basic skills required to identify the best ways to improve the quality of a project, taking into account applicable legal regulations, existing conditions, resources and constraints; serious errors have been made
PC-4 Able to develop potential solutions based on target indicators developed for them, with the aim of implementing effective project activities of the organization.	PC-4.2 Analyzes internal (external) factors and conditions affecting the organization's management activities in order to develop further potential solutions based on selected criteria.	Be familiar with: domestic and international approaches to the development of management decisions				
			A thorough understanding of domestic and international approaches to the development of management decisions, in accordance with the curriculum, without errors	The level of knowledge regarding domestic and international approaches to the development of management decisions is, within the scope of the syllabus, somewhat lacking, with a few minor errors	The minimum acceptable level of knowledge regarding domestic and international approaches to the development of management decisions; there are many minor errors	When solving standard problems, the fundamentals of domestic and international approaches to the practical development of management decisions are not demonstrated, and serious errors occur
		Be able to: justify the company's strategies for addressing professional objectives, and assess the appropriateness of their use				
			The student has demonstrated	The candidate has demonstrated	The student has demonstrated	When tackling standard

			a full range of skills in justifying the company's strategies for addressing the professional tasks set, and in assessing the appropriateness of their use in full	all the skills required to justify the company's strategies for addressing the professional tasks set, and to assess the appropriateness of their application in full, with some minor shortcomings	d the ability to justify the company's strategies for addressing the professional tasks set, and to assess the appropriateness of their application with minor errors; all tasks have been completed, though not in full	d tasks, the candidate has not demonstrated the ability to justify the company's strategies for addressing the professional tasks at hand or to assess the appropriateness of their use; serious errors have occurred
Be proficient in: methods for preparing management decisions						
				Basic proficiency in methods for preparing management decisions has been demonstrated, albeit with some shortcomings	Possesses a basic set of skills in the methods of managerial decision-making, albeit with some shortcomings	When tackling standard tasks, the candidate has not demonstrated a basic grasp of the methods used in management decision-making, and serious errors have been made

An **“excellent”** grade is awarded for the completion of *assignments completed during the semester; test questions; a thorough understanding of the*

methods used to calculate material consumption rates; comprehensive and detailed answers to the exam questions (theoretical and practical tasks);

A **“good”** grade is awarded for the completion of *assignments completed during the term; test papers; understanding of the methods used to calculate material consumption rates; answers to the exam questions (theoretical or practical task);*

A **“satisfactory”** grade is awarded for the completion of *assignments and tests during the term;*

A **“unsatisfactory”** grade is awarded for poor and incomplete performance *assignments during the term and test papers.*

5.1.1. Key reading

1. Project Management: A basic course : A textbook / I. V. Korneeva, A. G. Koryakov, A. A. Latorcev [et.al.] ; edited by S. A. Polevoy. — Moscow : KnoRus, 2023. — 191 p. — ISBN 978-5-406-10617-4. — URL: <https://book.ru/book/945960>. — Text: electronic.

2. Fundamentals of Project Management: A study guide / B. A. Tkhorikov, N. A. Mamatova, O. A. Gerasimenko [et.al]. — Belgorod : Belgorod State University, 2020. — 222 p. — ISBN 978-5-9571-2860-1. — Text: electronic // Lan: electronic library system. — URL: <https://e.lanbook.com/book/329315>. — Access mode: for authorized users.

5.1.2. Further reading

1. Popkova, E. G., Project Management in Marketing Activities : Textbook / E. G. Popkova, A. V. Chesnokova, O. I. Radina. — Moscow : Rusains, 2023. — 206 p. — ISBN 978-5-466-02898-0. — URL: <https://book.ru/book/949758>. — Text: electronic.

2. Petrov, M. N., Theoretical Foundations of the Development of Innovation and Project Management during the Fourth Industrial Revolution: monograph/ M. N. Petrov. — Moscow : Rusains, 2022. — 167 p. — ISBN 978-5- 466-02558-3. — URL: <https://book.ru/book/948292>. — Text: electronic.

7.2.3. Licensed and freely distributable software for the subject

WinAVR Software package for Windows operating system <https://simple-devices.ru/>

SQL Server Enterprise Edition 2008R2 Russian OpenLicensePack NoLevel AcademicEdition Enterprise data management platform. Software product for messaging and collaboration ZAO SoftLineTrade №32081/KZN12 от 14.03.2011

Windows Server CAL 2008 Russian Open License Pack NoLevel Academic Edition Usr CAL Server operating system from Microsoft.

ZAO SoftLineTrade №32081/KZN12 от 14.03.2011

SQL CAL 2008R2 Russian OpenLicensePack NoLevel AcademicEdition UsrCAL Server operating system from Microsoft. ZAO SoftLineTrade №32081/KZN12 от 14.03.2011

8. Logistical support for the placement

Title of the assignment	Name of the lecture theatre, specialist laboratory	List of required equipment and teaching aids
Preparatory	A lecture theatre	Specialised educational furniture and technical teaching aids used to present educational content to a large audience (multimedia projector, computer (laptop), screen), demonstration equipment, and visual teaching aids
Worker	A teaching room for seminar-style sessions, group and individual consultations, ongoing assessment and mid-term examinations	Specialist educational furniture, technical teaching aids (multimedia projector, computer (laptop), screen) and so on
Report	Training laboratory «_____», _____	Specialised laboratory equipment relevant to the laboratory's field of work:
	Computer room with internet access_____	Specialist educational furniture, technical teaching aids (multimedia projector, computer (laptop), screen), licensed software
	Computer room with internet access B-600a	Specialised classroom furniture for 30 students, 30 computers, technical teaching aids (multimedia projector, laptop, screen), video cameras, software
Independent work	Computer room with internet access B-600a	Specialised classroom furniture for 30 seats, 30 computers, teaching aids (multimedia projector, computer (laptop), screen), video cameras, software Specialised classroom furniture for 30

	Library reading room	Specialist furniture, computer equipment with internet access and access to the EIOS, a screen, a multimedia projector, software
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9. Terms and conditions for work placements for people with disabilities

Work placements for students with special educational needs and disabilities are organised taking into account the specific characteristics of their physical and mental development, individual abilities and state of health.

The selection of placement locations takes into account the student's health and accessibility requirements. When determining placement locations for students with special educational needs and disabled students, the recommendations of the medical and social assessment—as set out in the individual rehabilitation programme—regarding recommended working conditions and types of work are taken into account. Where necessary, special workstations are created for the placement in accordance with the nature of the disability, as well as taking into account the professional field of activity and the nature of the work performed by the student with a disability. health and accessibility requirements.

The types of work placements available for people with special educational needs and disabilities are:

- working in the library to compile a catalogue of literary sources for studying the topics included in the placement programme;
- work in laboratories and centres attached to the department responsible for the course;
- examining the topics covered by the placement programme, conducting a comparative analysis of the material studied, and drawing conclusions and making recommendations;
- preparing, based on the results of the practical work, material for a presentation at a scientific and practical conference and an article for a collection of papers;
- participation in international and Russian conferences;
- consulting the placement supervisor on any queries regarding the placement;
- preparation and presentation of the placement report.

Changes and approvals for the new academic year

p/p No	No the section on making changes	Date of amendment	Summary of changes	The 'appointed' head of department responsible for implementation
1	2	3	4	5
1				
2				
3				

			9	'Approved' by the Chair of the Academic Council of the institute (faculty) to which the graduating class belongs
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*Appendix to the work placement
programme*



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Federal State Budgetary Educational Institution of Higher Education
«**KAZAN STATE POWER ENGINEERING UNIVERSITY**»
(FSBEI HE «KSPEU»)

ASSESSMENT MATERIALS

B2.V.03(I pre-grad) Industrial practice (pre-graduation practice)

(Title of the academic/work placement as specified in the curriculum)

Field of study

_____38.03.02 Organisational Management_____

(Code and name of the course)

Qualifications

Bachelor's Degree

(Bachelor's / Master's)

Assessment materials for work-based placements (technological placements) – designed to assess learning outcomes against indicators of competence attainment.

The assessment of learning outcomes for the course is carried out through continuous assessment (CA) and mid-term assessments, conducted using a marks-and-grades system (MGS).

Ongoing assessment of academic progress involves evaluating the learning process through practical activities, conducted in the form of individual and/or group assessments (oral or written); the presentation of projects and other assignments completed individually or in groups; monitoring of students’ independent work; and other methods. (*select the one or add*).

The purpose of the interim assessment is to determine the extent to which the planned learning outcomes for the practical placement have been achieved over a specific period; it takes the form of a graded assessment.

The assessment materials include tasks for ongoing assessment and interim assessment of students, developed in accordance with the syllabus (*training / work experience*) practices.

1. Process flow chart

Semester 6

Stage name	Key performance indicators					
	Forms and types of control	I ongoing monitoring	II ongoing monitoring	III ongoing monitoring	Total	Mid-term assessment
Preparatory	TK1	5			5	
Face-to-face interview		5				
Worker	TK2		30		30	
Face-to-face interview			30			
Report	TK3			20	20	
Face-to-face interview				20		
Mid-term assessment (graded test)	OM					0-45

2. Assessment materials for ongoing monitoring and interim assessments

Grading scale for the course:

Competence code	Competence indicator code	Planned learning outcomes for the course	Level of development of the competence indicator			
			Tall	Average	Below average	Low
			to 85 from 100	to 70 from 84	to 55 from 69	to 0 from 54
			Grading scale			
			great	good	satisfactory	unsatisfactory

			credited	not counted	
<p>PC-2 Able to develop strategies for the organization with the aim of adapting its production and economic activities to changing external and internal market conditions in order to ensure investment attractiveness and competitiveness in the modern global economy.</p>	<p>PC-2.2 Demonstrates the ability to effectively implement the main sections of the organization's strategy in order to adapt it to changing market conditions.</p>	<p>Know: various methods of analysing the management structure of an organisation and ways of improving it</p>			
		<p>Knowledge of various methods for analysing an organisation's management structure and techniques for improving it, to the extent required by the training programme, without errors</p>	<p>The level of knowledge regarding various methods of analysing an organisation's management structure and approaches to improving it, as required by the syllabus, contains a few minor errors</p>	<p>The minimum required level of knowledge regarding various methods of analysing an organisation's management structure and approaches to improving it; there are a number of minor errors</p>	<p>Knowledge of the main methods used to analyse an organisation's management structure and techniques for improving it falls below the minimum requirements; there are serious errors</p>
		<p>Be able to develop proposals for streamlining the management structure in line with the organisation's current strategy</p>			
		<p>All key skills required to develop proposals for streamlining the management structure in line with the organisation's current strategy have been demonstrated in full</p>	<p>The student has demonstrated all the key skills required to develop proposals for streamlining the management structure in line with the organisation's current strategy, with only minor errors; all tasks have been completed in full, though there are some shortcomings</p>	<p>The student has demonstrated the basic ability to develop proposals for streamlining the management structure in line with the organisation's current strategy, with few errors; all tasks have been completed, though not in full</p>	<p>When tackling standard tasks, they have not demonstrated the ability to develop proposals for streamlining the management structure in line with the organisation's strategy; there are serious errors</p>
		<p>Be familiar with: methods for analysing the effectiveness of organisational structures</p>			

			Demonstrated proficiency in methods for analysing the effectiveness of organisational structures, without errors or shortcomings	Basic proficiency in methods for analysing the effectiveness of organisational structures, despite certain shortcomings, has been demonstrated	Possesses a basic set of skills in analysing the effectiveness of organisational structures, albeit with some shortcomings	When tackling standard tasks, the candidate has not demonstrated a basic grasp of methods for analysing the effectiveness of organisational structures, and has made serious errors
PC-3 Able to use advanced domestic and foreign experience in the field of organizational management to prepare balanced management decisions, taking into account the influence of the modern socio-economic environment.	PC-3.3 Uses information that includes the entire set of technologies for planning the work of an organization's employees, which they apply independently to increase the efficiency of working time and improve control over the growing volume of tasks assigned.	Know: the basics of applying the concepts of self-development and self-fulfilment for effective time management				
			Level of knowledge regarding the fundamentals of applying the concepts of self-development and self-fulfilment for effective time management, to the extent required by the training programme, without errors	The level of understanding of the fundamentals of applying the concepts of self-development and self-fulfilment for effective time management, as required by the programme, shows a few minor errors	The minimum required level of understanding of the basics of applying the concepts of self-development and self-fulfilment for effective time management; there are many minor errors	The level of knowledge regarding the application of self-development and self-actualisation concepts for effective time management falls below the minimum requirements, and there are serious errors
		Be able to: make effective use of working time and maintain control over an increasing workload				
			All key skills required to make	The student has demonstrated all the key	The student has demonstrated the key	When tackling standard tasks, the

			effective use of working time and to manage the increasing volume of assigned tasks in full accordance with the organisation's strategy have been demonstrated	skills required to make effective use of working time and to manage an increasing workload with few errors; all tasks have been completed in full, albeit with some shortcomings	skills required to use working time effectively and to manage an increasing workload with few errors; all tasks were completed, but not in full	candidate has not demonstrated the ability to use working time effectively or to manage an increasing workload; serious errors have occurred
To master: the skills of setting organisational objectives and the methods for achieving them						
			Demonstrated the ability to set objectives for the organisation's project activities and to achieve them without errors or shortcomings	The basic skills involved in setting organisational goals and ways of achieving them have been demonstrated, albeit with some shortcomings	There is a basic understanding of how to set organisational goals and how to achieve them, albeit with some shortcomings	When tackling standard tasks, the candidate has not demonstrated basic skills in setting organisational objectives and determining how to achieve them; serious errors have been made
PC-3 Able to use advanced domestic and foreign	PC-3.4	Know: the principles of planning and organising human resource management				
		Knowledge of the basic principle	Knowledge of the principles of	Demonstrates a minimal understanding of the	Knowledge of the principles of	

<p>experience in the field of organizational management to prepare balanced management decisions, taking into account the influence of the modern socio-economic environment.</p>	<p>Uses modern human resource management technologies necessary for expanding external relations and exchanging experience in implementing projects aimed at the development of the organization.</p>		<p>s of planning and organizing human resource management to a standard appropriate to the training programme, without errors</p>	<p>planning and organising human resource management is at a level appropriate to the programme; there are a few minor errors</p>	<p>principles of human resource planning and management ; there are a number of minor errors</p>	<p>planning and organising human resources management falls below the minimum requirements, and serious errors are present</p>
		<p>Be able to: apply modern information technologies to support research on a chosen topic</p>				
			<p>All the key skills required to apply modern information technologies in support of research on the chosen topic have been demonstrated in full</p>	<p>All the key skills required to apply modern information technologies in support of research on the chosen topic have been demonstrated in full, albeit with some shortcomings</p>	<p>The student has demonstrated the basic skills required to apply modern information technologies in support of research on a chosen topic, with minor errors; all tasks have been completed, but not in full</p>	<p>When tackling standard tasks, the student has not demonstrated the basic ability to apply modern information technologies to support research on a chosen topic, and there are significant errors</p>
		<p>Possess: - expertise in information technologies for forecasting and managing business processes; and the ability to work effectively within a team formed to achieve specific objectives</p>				
			<p>Demonstrated skills in using information technology for forecasting and</p>	<p>Demonstrated basic skills in using information technology for forecasting</p>	<p>Possesses a basic set of skills in the use of information technology for forecasting</p>	<p>When tackling standard tasks, the student has not demonstrated basic</p>

			managing business processes; skills in working within a team formed to tackle set tasks without errors or shortcomings	and managing business processes; demonstrated teamwork skills within a team formed to tackle specific tasks, albeit with some shortcomings	and managing business processes; possesses teamwork skills, formed to tackle specific tasks, albeit with some shortcomings	proficiency in information technology for forecasting and managing business processes; nor have they demonstrated the ability to work effectively within a team formed to address specific tasks, and serious errors have occurred
		Understand: the fundamentals of setting strategic objectives for various types of project activities, ensuring that the set goals are achieved				
PC-4 Able to develop potential solutions based on target indicators developed for them, with the aim of implementing effective project activities of the organization	PC-4.1 Participates in the identification, collection, and analysis of information for the formation of effective project management decisions.		Level of knowledge regarding the fundamentals of setting strategic objectives for various types of project activities, ensuring that the set goals are achieved to the extent required by the training programme, without errors	The level of knowledge regarding the fundamentals of setting strategic objectives for various types of project activities, ensuring that the set goals are achieved to the extent required by the programme, contains a few minor errors	The minimum acceptable level of knowledge regarding the fundamentals of setting strategic objectives for various types of project activities, ensuring that the set goals are achieved, is such that there are many minor errors	Knowledge of the fundamentals of setting strategic objectives for various types of project work, which are necessary to achieve the set
		Be able to: set priorities when carrying out project work				
			All key skills in prioritising	All the key skills required to	The student has demonstrated	When tackling standard tasks,
				prioritise tasks when carrying out	the key skills required to	the student has not demonstrated

				project work have been demonstrated in full, albeit with some shortcomings	prioritise tasks when carrying out project work, with only minor errors; all tasks have been completed, but not in full	ed the basic ability to prioritise when carrying out project work, and serious errors have been made
		Possess: the skills to identify the best ways to improve the quality of a project, taking into account applicable legal requirements and existing conditions, resources and constraints				
			Demonstrated the ability to identify the best ways to improve project quality, taking into account applicable legal requirements and existing conditions, resources and constraints, without errors or shortcomings	The student has demonstrated a basic ability to identify the best ways to improve the quality of a project, taking into account applicable legal requirements and existing conditions, resources and constraints, albeit with some shortcomings	Possesses a basic set of skills for identifying the best ways to improve project quality, taking into account applicable legal requirements and existing conditions, resources and constraints, albeit with some shortcomings	When tackling standard tasks, the candidate has not demonstrated the basic skills required to identify the best ways to improve project quality, taking into account applicable legal requirements, existing conditions, resources and constraints; serious errors are present
PC-4 Able to develop potential solutions based on target indicators developed for them,	PC-4.2 Analyzes internal (external) factors and conditions affecting the organization's management activities in	Be familiar with: domestic and international approaches to the development of management decisions				
			Knowledge of domestic and International approaches to the development	The level of knowledge regarding domestic and international	A minimal level of knowledge of domestic and international approaches	When solving standard problems, the fundamentals of

with the aim of implementing effective project activities of the organization	order to develop further potential solutions based on selected criteria.		t of management decisions to the extent required by the training programme, without errors	approaches to the development of management decisions is, within the scope of the syllabus, somewhat lacking, with a few minor errors	to the development of management decisions; there are many minor errors	domestic and international approaches to the practical development of management decisions are not demonstrated, and serious errors occur
		Be able to: justify the company's strategies for addressing professional objectives, and assess the appropriateness of their use				
			The student has demonstrated the ability to justify the company's strategies for addressing the professional tasks set, and to assess the appropriateness of their application in full	The candidate has demonstrated the ability to justify the company's strategies for addressing the professional tasks set, and to assess the appropriateness of their application in full, albeit with some shortcomings	The student has demonstrated the ability to justify the company's strategies for addressing the professional tasks set, and to assess the appropriateness of their application with minor errors; all tasks have been completed, though not in full	When tackling standard tasks, the candidate has not demonstrated the ability to justify the company's strategies for addressing the professional tasks at hand or to assess the appropriateness of their use; serious errors have occurred
		Be proficient in: methods for preparing management decisions				
		Basic skills in the methods of managerial decision-making have been demonstrated	Possesses a basic set of skills in the methods of managerial decision-making, albeit with some	When tackling standard tasks, they have not demonstrated a basic grasp of		

				ed, albeit with some shortcomings	shortcomings	the methods used in managem ent decision- making, and serious errors have been made
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