

МІНІСТЕРСТВО ОСВІТИ І НАУКИ УКРАЇНИ
ХАРКІВСЬКИЙ НАЦІОНАЛЬНИЙ ЕКОНОМІЧНИЙ УНІВЕРСИТЕТ
ІМЕНІ СЕМЕНА КУЗНЕЦЯ

УХВАЛЕНО

Рішенням вченої ради
Харківського національного
економічного університету імені
Семена Кузнеця
від 29.03.2024 року протокол № 4

ВВЕДЕНО В ДІЮ

Наказом ректора Харківського
національного економічного університету
імені Семена Кузнеця
від 02.04.2024 року № 80



Володимир ПОНОМАРЕНКО

ОСВІТНЬО-НАУКОВА ПРОГРАМА

«МЕНЕДЖМЕНТ»

РІВЕНЬ ВИЩОЇ ОСВІТИ	третій (освітньо-науковий)
СТУПІНЬ ВИЩОЇ ОСВІТИ	доктор філософії
ГАЛУЗЬ ЗНАНЬ	07 Управління та адміністрування
СПЕЦІАЛЬНІСТЬ	073 Менеджмент

Харків
2024

**MINISTRY OF EDUCATION AND SCIENCE OF UKRAINE
SIMON KUZNETS KHARKIV NATIONAL UNIVERSITY OF
ECONOMICS**

APPROVED BY
Resolution of the Academic Council
Academic Council of
Simon Kuznets Kharkiv
National University of Economics
29/03/2024 minutes № 4

ENACTED by
Rector's of
Simon Kuznets Kharkiv
National University of Economics
02/04/2024 № 80



Volodymyr PONOMARENKO

EDUCATIONAL AND SCIENTIFIC PROGRAMME

«MANAGEMENT»

STUDY CYCLE	third (educational and scientific)
HIGHER EDUCATIONAL DEGREE	Doctor of Philosophy (PhD)
FIELD OF KNOWLEDGE	07 Management and Administration
SPECIALTY	073 Management

Kharkiv
2024

PREAMBLE

Composition of working group of educational and scientific programme

«Management»

(with changes by Rector's Order of S. Kuznets KhNUE 01/10/2024 № 296):

Lepeyko Tetyana, Dr. Sc. (Economic), Professor, Head of Management, Business and Administration Department – the Head of educational and scientific programme;

Chmutova Iryna, Dr. Sc. (Economic), Professor, Professor of Management, Business and Administration Department;

Gruzina Inna, Cand. Sc. (Economic), Associate Professor of Management, Business and Administration Department;

Myronova Olga, Cand. Sc. (Economic), Associate Professor of Management, Business and Administration Department;

Goryuk Yevgen, higher education student.

Khaustova Viktoriia, Dr. Sc. (Economic), Professor, Director of RCIPD NASU.

Considered at the meeting of the Management and Business Department 29/02/2024, minutes № 12.

Considered by Academic Council of Management and Marketing faculty, 01/03/2024, minutes № 5.

Educational and scientific programme «Management» developed on the basis of:

1. Laws of Ukraine “On Education”, “On Higher Education”, National Qualification Framework, approved by Resolution of the Cabinet of Ministers of Ukraine No. 1341 dated 23.11.2011 (as amended by Resolution of the Cabinet of Ministers of Ukraine No. 519 dated 26.06.2020); Professional standard for the group of professions “Teachers of higher education institutions” (order of the Ministry of Economic Development, Trade and Agriculture of Ukraine No. 610 dated 23.03.2021); National Classifier of Ukraine.

2. Standard of higher education on the specialty 073 Management of the third (educational and scientific) level, approved and enacted by Order of the Ministry of Education and Science of Ukraine 24/12/2021 № 1436 (with changes by Order of the Ministry of Education and Science of Ukraine 05/04/2022 №295).

3. Resolution of the Cabinet of Ministers of Ukraine dated 23/03/2016 № 261 “On approval of the Procedure for training candidates for the degree of Doctor of Philosophy and Doctor of Science in higher education institutions (scientific institutions)”.

4. Resolution of the Cabinet of Ministers of Ukraine dated 12/01/2022 № 44 “On approval of the Procedure for awarding the degree of Doctor of Philosophy and

the cancellation of the decision of the one-time specialized academic council of a higher education institution, scientific institution on awarding the degree of Doctor of Philosophy”.

3. Labor market analysis, with the regional context.

4. Study of domestic and foreign experience.

5. Proposals of employers.

6. Recommendations after the procedures of internal and external assessment of educational and scientific programme (accreditation by The National Agency for Higher Education Quality Assurance (NAQA), 03/03/2020, minutes № 5 (22).2.12.

Reviews and feedback from external stakeholders (attached).

I. GENERAL CHARACTERISTIC

Study cycle	Third (educational and scientific)
Higher education degree	PhD
Field of knowledge	07 Management and administration
Specialty	073 Management
Educational and scientific programme	Management
Forms of education, volume of the educational and scientific programme in ECTS and terms of study	full-time (daily, evening) form – 60 credits, 4 years; part-time form – 60 credits, 4 years
Availability of accreditation	Certificate of accreditation of the educational and scientific programme of the National Academy for Higher Education Quality Assurance № 397 date of expiry 16/06/2025
Language of study/assessment	Ukrainian, English
Structural department responsible for the SP	Management and Business department https://kmib.hneu.edu.ua/
Requirements for enrollment	According to the Rules for Admission to Postgraduate Studies of the Simon Kuznets Kharkiv National University of Economics https://www.hneu.edu.ua/vstup-do-aspirantury-pravyla-pryjomu-do-aspirantury-i-doktorantury/ Persons who have received a higher education of a master's degree (specialist) are admitted to admission on a competitive basis.
Restrictions on forms of education	Full-time (daily, evening), part-time form
Educational qualifications	PhD (Management)
Professional qualification	not assigned
Qualification in the diploma	Higher education degree – Doctor of Philosophy (PhD) Field of knowledge – 07 Management and Administration Specialty – 073 Management
The purpose of the educational and scientific programme	Training of highly qualified, competitive, integrated into the European and global scientific space specialists in the field of management through the formation and development of competencies for a deep rethinking of existing and creation of new holistic knowledge, skills and abilities to apply the latest methodology of scientific and pedagogical activity, carrying out original scientific research, the results of which are distinguished by scientific novelty, have theoretical and practical significance for solving current complex problems in the management of organizations and their divisions.
Focus and features (uniqueness) of the programme	The programme places special emphasis on the acquisition by applicants of scientific, research, innovative and intercultural competencies that deepen the educational and scientific component of professional activity; mastering practical skills in conducting scientific research in the field of management, taking into account the socio-economic transformations taking place in Ukraine, in close cooperation with scientific and educational institutions, the business sector, and foreign scientists. The uniqueness of the program is the possibility of its implementation additionally in English, participation in the training of students for leading foreign specialists as teachers and during the attestation of scientists. Keywords: management, organizational management, scientific

	and research activities, scientific and pedagogical activities.
Description of the subject area	<p>Object of study: management of organizations and their divisions.</p> <p>Learning objectives: training specialists capable of producing new ideas, solving complex problems in the field of management and administration, which involves a deep rethinking of existing and the creation of new holistic knowledge and/or professional practice, applying the latest methodologies of scientific and pedagogical activity, conducting their own scientific research, the results of which have scientific novelty, theoretical and practical significance.</p> <p>Theoretical content of the subject area:</p> <ul style="list-style-type: none"> – paradigms, laws, patterns, principles, historical prerequisites for the development of management; – concepts of systemic, situational, adaptive, anticipatory, anti-crisis, innovative, project management, etc.; – functions, methods, technologies and management decisions in management <p>Methods, techniques and technologies:</p> <ul style="list-style-type: none"> – research methods and techniques (computational and analytical, economic and statistical, economic and mathematical, expert evaluation, sociological, psychological, documentary, balance); – methods of implementing management functions (marketing research methods; economic diagnostics methods); – forecasting and planning methods; methods of designing organizational management structures; motivation methods; – control methods; methods of creating and developing organizational culture, methods of assessing social, organizational and economic efficiency in management, etc.). – management methods (administrative, economic, socio-psychological, technological); – technologies for substantiating management decisions (economic analysis, DSS, modern artificial intelligence tools in the field of management). <p>Tools and equipment: information systems and software products used in management.</p>
Academic mobility	Khmelnytskyi National University Odessa Polytechnic National University
Graduates' academic rights	Obtaining a PhD degree and additional qualifications in the adult education system.
Professional rights	Work in the field of management in positions in departments of scientific and budgetary institutions, administrative and managerial activities in the business sphere, research and teaching activities in specialized departments of higher education institutions
Graduates' employment	<p>Employment in research institutions, higher education institutions, other institutions and organizations that conduct research and/or train specialists in the field of management.</p> <p>According to the current edition of the National Classifier of Ukraine: Classifier of Occupations (DK 003:2010), a candidate for a PhD degree after completing the educational and scientific programme "Management" can perform professional jobs:</p> <p>Research and teaching activities: 1237 – heads of research units; 231 – university and higher education teachers; 2351.1 – research assistants.</p> <p>Administrative activities in state institutions and educational institutions: 1229.1 – managers of the apparatus of central state</p>

	<p>authorities; 1229.3 – managers of the apparatus of local state authorities and local self-government.</p> <p>Administrative activities in the business sector: 12 – heads of enterprises, institutions and organizations; 122 – heads of production and other main units; 13 – heads of small enterprises without a management apparatus; 14 – managers (directors) of enterprises, institutions, organizations and their units</p>
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II – LIST OF GRADUATE COMPETENCIES

Integral competence	<p>The ability to produce new ideas, solve complex problems in the field of management and administration, which involves a deep rethinking of existing and the creation of new holistic knowledge and/or professional practice, apply the latest methodologies of scientific and pedagogical activity, and conduct own scientific research, the results of which have scientific novelty, theoretical and practical significance.</p>
General competencies	<p>GC01. The ability to identify, pose and solve problems; formulate and experimentally test scientific hypotheses, apply acquired knowledge in practice; continuous self-development and self-improvement in professional and/or scientific-pedagogical activities.</p> <p>GC 02. The ability to search, process and analyze information from various sources, to abstract thinking, philosophical interpretation, justification and economic proof of the obtained results and understanding of the essence of the studied socio-economic phenomena, justification, setting and modeling of problems.</p> <p>GC03. The ability to work in an international context, to understand foreign language professional texts, to use foreign languages to present scientific results in oral and written form and for intercultural communication in a general, scientific and professional environment.</p> <p>GC04. The ability to solve complex problems in the field of management on the basis of a systematic scientific outlook and a general cultural outlook in compliance with the principles of professional ethics and academic integrity, to develop, plan and implement research and innovation projects and programs in the field of management.</p> <p>GC05. The ability to find one's own ways to solve a problem, critically perceive and analyze existent thoughts and ideas, review publications and abstracts, conduct a critical analysis of one's own materials.</p>

Special (professional, subject) competencies	<p>SC01. The ability to perform original research, achieve scientific results that create new knowledge in management and related interdisciplinary areas; to have information about the directions and features of the development of modern theories of management and promising achievements in the field of management; to plan, organize and conduct research and innovation activities.</p> <p>SC02. The ability to orally and in writing present and discuss the results of scientific research and/or innovative developments in Ukrainian and English, to study scientific literature on management and administration, effectively use new information from various sources.</p> <p>SC03. The ability to carry out scientific and pedagogical activities in the field of management in institutions of higher education.</p> <p>SC04. The ability to initiate, develop, implement and manage scientific projects in management and related interdisciplinary areas and/or make proposals for financing scientific research, registration of intellectual property rights; to introduce innovative results of scientific research in the field of management into the practical activities of modern enterprises, institutions, and organizations.</p> <p>SC05. The ability to use the latest information technologies and tools, progressive software products, the possibilities of the global Internet network in the process of producing new knowledge, obtaining scientific and practical results in the field of management and in teaching practice.</p>
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In order to ensure the correlation of the defined competencies with the NQF competency classification, a matrix of correspondence between the defined competencies and NQF descriptors is used, which is an informational appendix (**Table 1 of the Explanatory Note**).

III. STANDARD CONTENT OF HIGHER EDUCATION STUDENTS' TRAINING IN TERMS OF LEARNING OUTCOMES IN THE SPECIALTY 073 "MANAGEMENT", EDUCATIONAL AND SCIENTIFIC PROGRAMME "MANAGEMENT"

LO01. Apply modern tools and technologies for searching, processing and analyzing information, as well as statistical methods for analyzing data of a large volume and/or complex structure, specialized databases and information systems.

LO02. Freely present and discuss with specialists and non-specialists the results of research, scientific and applied management problems in the national and English languages, competently reflect the results of research in scientific publications in leading international scientific publications; critically analyze foreign language scientific literature on the specialty.

LO03. Develop and research conceptual, mathematical and computer models of processes and systems, effectively use them to obtain new knowledge and/or create

innovative products in the field of management and related interdisciplinary areas; apply existing methods of analysis of trends and patterns of development of macro- and micro-economic processes, in particular, methods of economic and mathematical modeling for making balanced management decisions; build a reasonable system of indicators as a basis for scientific research and forecast economic processes.

LO04. Develop and implement scientific and applied projects that provide an opportunity to rethink the existing and create new holistic knowledge and/or professional practice in the field of management and administration and to solve significant scientific and technological problems in management in compliance with the norms of academic ethics and based on social, ethical, economic, environmental and legal aspects.

LO05. Deeply understand the general principles and methods of management sciences, as well as the methodology of scientific research, apply them in one's own research in the field of management and in teaching practice; to know the content and functions of science as a social institution, the general laws of the development of science, the structure and levels of scientific knowledge; consciously formulate the problems and tasks of specific scientific research in the professional field; to have methodological techniques for proposing scientific hypotheses, their verification and building a scientific theory.

LO06. Plan and carry out scientific and applied research in management and related interdisciplinary areas using modern tools, critically analyze the results of own research and the results of other researchers in the context of the entire complex of modern knowledge regarding the problem under study; make proposals for financing research and/or projects; to know the main characteristics of project forms of scientific research, technology of work on research, principles of organization of scientific work and implementation of the results of scientific research taking into account the norms of academic ethics.

LO07. Approve and implement the results of own research in the field of management; to understand the content of modern management theories and the features of their evolution under the influence of changes in the external environment, advanced achievements and trends in the field of modern management, world experience of implementing existing management theories into the practice of modern enterprises.

LO08. Develop and teach special educational disciplines in management in educational institutions; to know and understand the principles and system of management and the regulatory and legal basis of the organization of the educational process, the peculiarities of keeping documentation in educational institutions, the essence of educational activity and its peculiarities, requirements for scientific and

methodological support of educational activity, innovative forms, methods and means of education, new pedagogical technologies .

LO09. Know, understand and use professional terminology, scientific writing style, grammatical structures of a professional foreign language; text analysis models, translation strategies, translation procedures and transformations; methods of compression of text content; peculiarities of the process of scientific communication in an intercultural context; peculiarities of construction of a foreign language article, citation, graphic design; speech clichés for monologic and dialogic communication.

IV. STRUCTURE OF THE EDUCATIONAL AND SCIENTIFIC PROGRAMME DOCTOR OF PHILOSOPHY

4.1. PROGRAMME STRUCTURE AND CURRICULUM COMPONENTS

Nº	Curriculum components (courses, internships)	ECTS credits	Structure, %
CYCLE OF GENERAL TRAINING			
1	<i>MANDATORY CURRICULUM COMPONENTS</i>	31	52
2	<i>ELECTIVE CURRICULUM COMPONENTS</i>	5	8
CYCLE OF PROFESSIONAL TRAINING			
3	<i>MANDATORY CURRICULUM COMPONENTS</i>	14	23
4	<i>ELECTIVE CURRICULUM COMPONENTS</i>	10	17
	TOTAL::	60	100%
	<i>including: elective unit</i>	15	25

Code MC	Curriculum components (courses, internships)	ECTS credits	Form of the final assessment
CYCLE OF GENERAL TRAINING			
<i>MANDATORY CURRICULUM COMPONENTS</i>			
MC1	Academic English for scientists	5	Grading including Exam
MC2	Academic Ukrainian for scientists	3	Grading including Exam
MC3	Philosophy of science	4	Grading
MC4	Methodology and organization of scientific research	6	Grading / Grading
MC5	Mathematical methods and models in scientific research	5	Grading

MC6	Training course: pedagogical skills	3	Grading
MC7	Pedagogical Internship	5	Grading
<i>ELECTIVE CURRICULUM COMPONENTS</i>			
EC1	<i>Elective course 1.1</i>	5	Grading

CYCLE OF PROFESSIONAL TRAINING			
<i>MANDATORY CURRICULUM COMPONENTS</i>			
MC8	Contemporary management theories	4	Grading including Exam
MC9	Organizational behavior	5	Grading
MC10	Strategies of management	5	Grading
<i>ELECTIVE CURRICULUM COMPONENTS</i>			
EC2	<i>Elective course 2.1</i>	5	Grading
EC3	<i>Elective course 2.2</i>	5	Grading

4.2. ELECTIVE COMPONENT OF THE EDUCATIONAL AND SCIENTIFIC PROGRAMME

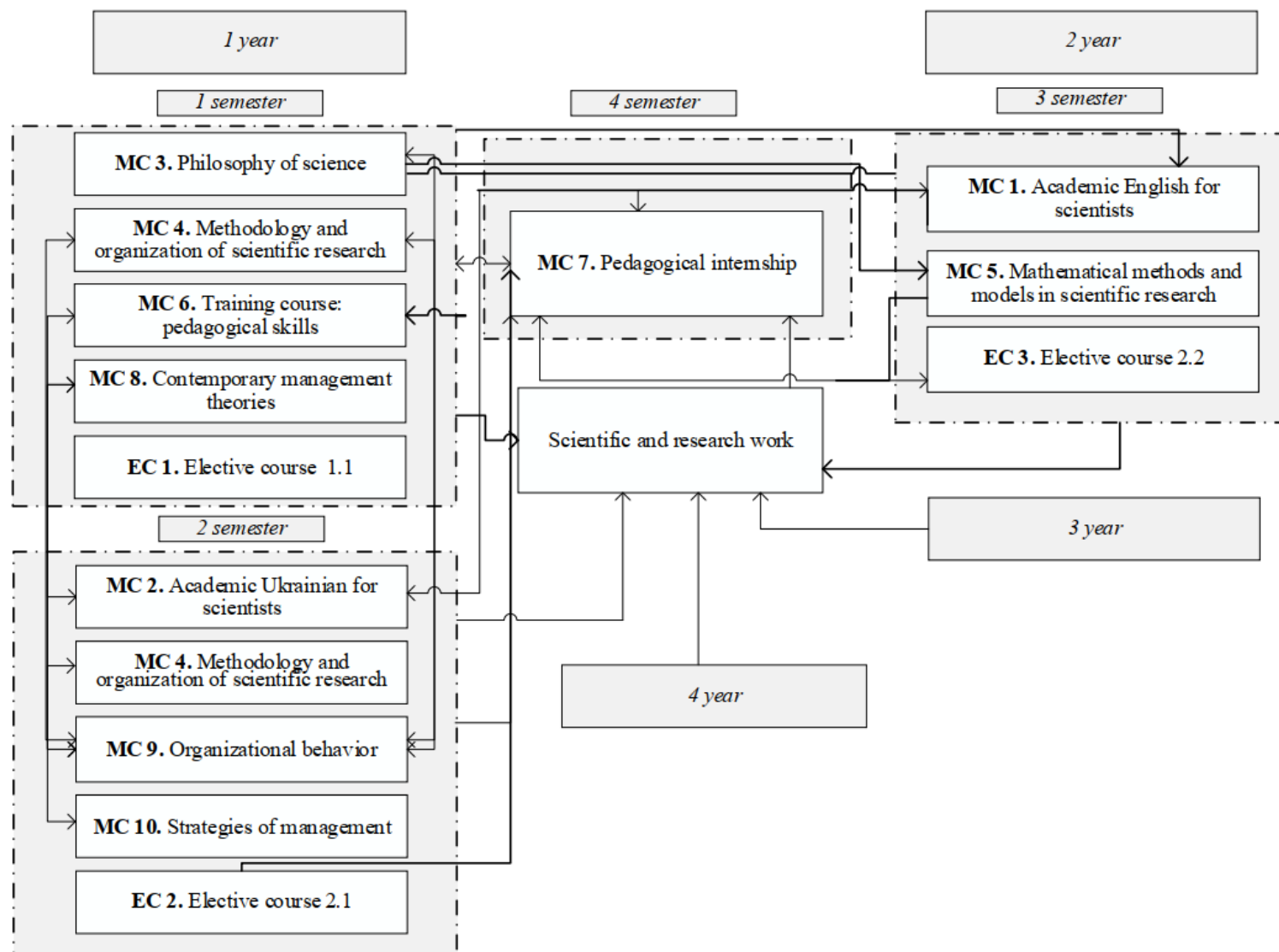
Postgraduate students have the right to choose courses offered for other levels of higher education and related to the topic of the dissertation research, in agreement with their academic supervisor and the head of the postgraduate and doctoral department (in an amount that is not less than 25 percent of the total number of ECTS credits).

The elective component of the scientific and scientific programme consists of 15 ECTS credits and is included in the total amount of credits. The individual curriculum of a postgraduate student, in addition to the mandatory components, contains a list of courses chosen by the postgraduate student.

The elective component consists of the free choice by postgraduate students of general and professional courses that require the completion of a dissertation research.

All departments of the university can participate in the formation of an elective component.

4.3. STRUCTURAL AND LOGICAL SCHEME OF THE EDUCATIONAL AND SCIENTIFIC PROGRAMME "MANAGEMENT" OF THE THIRD (EDUCATIONAL AND SCIENTIFIC) LEVEL OF HIGHER EDUCATION



V. FORMS OF ATTESTATION OF HIGHER EDUCATION STUDENTS

Forms of attestation of higher education students	<p>The attestation of candidates for the degree of Doctor of Philosophy is carried out by a one-time specialized academic council of a higher education institution or scientific institution on the basis of a public defense of scientific achievements in the form of a dissertation. A mandatory condition for admission to the defense is the successful implementation by the candidate of his individual curriculum and individual plan of scientific work.</p> <p>Reporting on the implementation of the individual work plan is carried out 2 times a year at a meeting of the graduation department. Postgraduate students are reported in accordance with the procedure described in the Procedure for the Preparation of Candidates for the Degree of Doctor of Philosophy at S. Kuznets KhNUE (https://www.hneu.edu.ua/wp-content/uploads/1/Poriadok-pidhotovky-zdobuvachiv-vyshchoi-osvity-stupenia-doktora-filosofii.pdf) and on the website of S. Kuznets KhNUE (https://www.hneu.edu.ua/aspirantura-atestatsiya/)</p>
Requirements for qualification work	<p>A dissertation for the degree of Doctor of Philosophy is an independent, comprehensive study that proposes a solution to a complex problem in the field of management or at its interface with other specialties, the results of which constitute an original contribution to management theory and are published in scientific publications in reviewed scientific journals.</p> <p>The dissertation must not contain academic plagiarism, falsification, fabrication. The dissertation must be posted on the website of a higher education institution (scientific institution). The dissertation must meet the requirements established by the Ministry of Education and Science of Ukraine and described on the website of the S. Kuznets KhNUE (https://www.hneu.edu.ua/wp-content/uploads/2018/03/Utochnennya-k-oformlennyu-dysertatsiy-2017.pdf). The volume of the main text of the dissertation is 6.5-9 author's sheets.</p>
Requirements for public defense	<p>Requirements for the procedure and special conditions for conducting a public defense are determined by the Procedure for Awarding the Degree of Doctor of Philosophy and Cancellation of the Decision of a One-Time Specialized Academic Council of an Institution of Higher Education, Scientific Institution on Awarding the Degree of Doctor of Philosophy, approved by Resolution of the Cabinet of Ministers of Ukraine, №44 dated 02/01/2022.</p>

VI. REQUIREMENTS FOR THE AVAILABILITY OF AN INTERNAL QUALITY ASSURANCE SYSTEM FOR HIGHER EDUCATION

Determined in accordance with the European Standards and Guidelines for Quality Assurance in Higher Education (ESG) and Article 16 of the Law of Ukraine “On Higher Education”.

<p>Policy on ensuring the quality of higher education</p>	<p>The main principles of internal quality assurance of education at S. Kuznets Kharkiv National University of Economics: responsibility; compliance; adequacy; autonomy; measurability; academic culture; openness. The main procedures for internal quality assurance of education at S. Kuznets Kharkiv National University of Economics: formalization of quality policy, strategic goals, tasks of continuous quality improvement; ensuring publicity of information about educational programmes, degrees of higher education and qualifications; ensuring compliance with academic integrity by employees of higher education institutions and students of higher education; preparing and conducting marketing monitoring and socio-psychological studies to determine the needs of the labor market, the requirements of higher education stakeholders, the quality of the provision of educational services and satisfaction with the quality of educational activities and the quality of education; involvement of higher education stakeholders (higher education students, employers, representatives of the academic community, etc.) in decision-making in the areas of internal quality assurance; external evaluation of the quality of S. Kuznets KhNUE activity based on the results of participation in national and international rankings of higher educational institutions, fulfillment of Licensing requirements, accreditation. Directions: development, approval, monitoring and periodic review of educational programmes; ensuring professional development of pedagogical, scientific and scientific-pedagogical employees; ensuring student-centered learning, teaching and assessment of higher education students; ensuring the availability of the necessary resources for the organization of the educational process; ensuring the availability of information systems for effective management of the educational process.</p>
<p>Ensuring the quality of development, approval, monitoring, revision and updating of educational programmes</p>	<p>Monitoring and periodic review of educational educational educational programmes is carried out in accordance with the current regulations, approval, monitoring, revision and updating of educational programmes at S. Kuznets Kharkiv National University of Economics. The review of educational programmes is carried out on the basis of the educational needs meeting analysis of higher education students: the possibility of building an individual learning trajectory, observing academic freedoms in the educational process, satisfaction with the quality of the educational programme, etc.; of employers: quality of general and professional competences formation, actual and social skills (soft skills); of other stakeholders. To review educational programmes, the following are used: online survey, focus group research, document analysis, situation analysis, by the group in accordance with the requirements for the structure and content of the educational programme. Periodicity of educational programmes revision is carried out: a) annually according to the results of monitoring; b) after completion of the educational programme by higher education students, c) in the case of changes in the legislative and</p>

	regulatory framework.
Ensuring enrollment, achievement, recognition and attestation of students	Assessment of higher education students is consistent, transparent and conducted in accordance with the procedures established by the University in accordance with regulations. The annual assessment of students is carried out in accordance with the forms of assessment determined by the educational programme; the procedure for evaluating the results of training, which is highlighted in the program of the courses, working plans (technological cards) of courses, syllabuses of courses; accounting of learning outcomes, which is conducted using the information environment of the Personal Learning System (PNS) of the University. E Assessment of higher education students is carried out using a 100-point cumulative grading system.
Ensuring the quality of student-centered learning, teaching and assessment	Planning, distribution and provision of educational resources and provision of support for higher education students are based on their needs and the principles of student-centered learning. Internal quality assurance of higher education ensures that all necessary resources meet the learning objectives, are publicly available, and higher education students are informed of their availability.
Ensuring the quality of scientific and pedagogical employees	Annual rating assessment of the activity scientific and pedagogical employees, departments and faculties of the University is carried out through the use of assessment mechanisms and self-assessment of scientific and pedagogical activity effectiveness, its focus on the priorities of the development of the national system of higher education, the development strategy of the University, personal professional development of scientific and pedagogical employees. The results of the rating assessment are summarized based on the results of activities achieved during the calendar year. The results of the annual assessment of scientific and pedagogical employees, departments and faculties are announced at the meeting of the academic council of the University.
Resource provision of the educational process (educational resources and support for higher education students)	The higher education institution provides the educational process with the necessary and available resources (personnel, methodical, material, informational, etc.) and provides appropriate support to higher education students. Organizational and methodical support for the self-study of higher education students is the development of methodical, didactic, instructional materials, providing the opportunity to form, consolidate, deepen and systematize the knowledge and skills acquired during classroom classes, to carry out self-training and self-monitoring of mastering the educational programme and is implemented through the Personal Learning System (PNS) of S. Kuznets Kharkiv National University of Economics.
Information support (information management)	In order to manage the educational process, an effective policy in the field of information management and a corresponding integrated information system for managing the educational process have been developed. This system provides automation of the main functions of managing the educational process, in particular: ensuring the enrollment campaign, planning and organizing the educational process; access to educational resources; accounting and analysis of higher education students' success; administration of the main and auxiliary processes of providing educational activities; personnel management, etc.

<p>Publicity of information about educational programmes, educational and scientific activities</p>	<p>Reliable, objective, up-to-date, timely and easily accessible information about the educational programme is published on the website of S. Kuznets KhNUE, including programmes for potential higher education students, graduates, other stakeholders. The information about educational activities in a specialty, including selection criteria for studies, is public; planned learning outcomes under this programme; learning, teaching and assessment procedures used, etc.</p>
<p>Ensuring academic integrity</p>	<p>Ensuring the prevention and detection of academic plagiarism in the scientific works of higher education institution employees and students is implemented through the policy, standards and procedures of compliance with academic integrity, regulated by such documents of S. Kuznets KhNUE: Code of academic integrity; Code of Professional Ethics and Organizational Culture of Employees and Higher Education Students of S. Kuznets Kharkiv National University of Economics; Regulations on the Commission on Academic Integrity of S. Kuznets Kharkiv National University of Economics. The verification of scientific works of scientific and pedagogical employees of the University and higher education students is carried out with the help of Internet services based on open Internet resources and the StrikePlagiarism.com system, which operates on the basis of the License Agreement on granting the right to use plagiarism detection software.</p>

Explanatory Note

The matrix of correspondence of the competencies defined by the Standard (if available) to the NQF descriptors and the matrix of correspondence of the learning outcomes and competencies defined by the Standard are presented in Tables 1 and 2.

Table 1

The Matrix of correspondence of the defined competencies to the NQF descriptors

Classification of competencies according to the NQF	Knowledge	Skills	Communication	Autonomy and responsibility
	KN1 Conceptual and methodological knowledge in a field or at the border of fields of knowledge or professional activity	SK1 Skills and methods necessary to solve significant problems in the field of professional activity, science and/or innovation, expand and reassess existing knowledge and professional practice SK2 Initiating, planning, implementing, and adjusting a consistent process of sound scientific research with due academic integrity SK3 Critical analysis, evaluation, and synthesis of new and complex ideas	C1 Free communication on issues related to the field of scientific and expert knowledge with colleagues, the wider scientific community, and society in general C2 Use of academic Ukrainian and foreign languages in professional activities and research	AR1 Demonstrated significant authority, innovation, a high degree of independence, academic and professional integrity, and a consistent commitment to developing new ideas or processes in cutting-edge professional and scholarly contexts AR2 Ability for continuous self-development and self-improvement
Загальні компетентності				
GC01	KN1	SK1; SK3	C2	AR1; AR2
GC02	KN1	SK2; SK3		AR1; AR2
GC03		SK1; SK3	C1; C2	AR1
GC04	KN1	SK1; SK2	C1	AR1; AR2
GC05	KN1	SK1; SK2; SK3	C1; C2	AR1; AR2
Спеціальні (фахові) компетентності				
SC01	KN1	SK1; SK2; SK3		AR1
SC02	KN1	YSK1; SK2; SK3	C1; C2	AR1; AR2
SC03	KN1	SK1	C1; C2	AR1; AR2
SC04	KNH1	SK1; SK2	C1; C2	AR1
SC05		SK1; SK2	C1	AR2

Table 2

Correspondence matrix of defined learning outcomes, competencies and curriculum components

Programme learning outcomes	General competencies					Special (professional) competencies				
	01	02	03	04	05	01	02	03	04	05
LO01. Apply modern tools and technologies for searching, processing and analyzing information, as well as statistical methods for analyzing data of a large volume and/or complex structure, specialized databases and information systems.		MC5		MC4				MC6 MC7		MC5
LO02. Freely present and discuss with specialists and non-specialists the results of research, scientific and applied management problems in the national and English languages, competently reflect the results of research in scientific publications in leading international scientific publications; critically analyze foreign language scientific literature on the specialty.	MC1 MC2		MC1			MC4 MC8	MC1 MC2 MC6	MC2		
LO03. Develop and research conceptual, mathematical and computer models of processes and systems, effectively use them to obtain new knowledge and/or create innovative products in the field of management and related interdisciplinary areas; apply existing methods of analysis of trends and patterns of development of macro- and micro-economic processes, in particular, methods of economic and mathematical modeling for making balanced management decisions; build a reasonable system of indicators as a basis for scientific research and forecast economic processes.	MC4	MC5 MC4 MC9		MC4	MC4	MC4 MC9		MC6 MC7	MC9	MC5
LO04. Develop and implement scientific and applied projects that provide an opportunity to rethink the existing and create new holistic knowledge and/or professional practice in the field of management and administration and to solve significant scientific and technological problems in management in compliance with the norms of academic ethics and based on social, ethical, economic, environmental and legal aspects.	MC4	MC4 MC9	MC1 MC4	MC4 MC8 MC10	MC4 MC10	MC8 MC9 MC10		MC7	MC4 MC9 MC10	MC10
LO05. Deeply understand the general principles and methods of management sciences, as well as the methodology of scientific research, apply them in one's own research in the field of management and in teaching practice; to know the content and functions of science as a social institution, the general laws of the development of science, the structure and levels of scientific knowledge; consciously formulate the problems and tasks of specific scientific research in the professional field; to have methodological techniques for proposing scientific hypotheses, their verification and building a scientific theory.	MC3 MC4	MC3 MC4		MC8		MC4 MC8	MC1 MC2 MC4		MC8 MC10	MC6 MC7


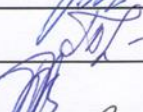



LO06. Plan and carry out scientific and applied research in management and related interdisciplinary areas using modern tools, critically analyze the results of own research and the results of other researchers in the context of the entire complex of modern knowledge regarding the problem under study; make proposals for financing research and/or projects; to know the main characteristics of project forms of scientific research, technology of work on research, principles of organization of scientific work and implementation of the results of scientific research taking into account the norms of academic ethics.	MC4 MC5 MC6	MC4 MC5		MC4	MC4	MC4	MC1 MC2		MC4	
LO07. Approve and implement the results of own research in the field of management; to understand the content of modern management theories and the features of their evolution under the influence of changes in the external environment, advanced achievements and trends in the field of modern management, world experience of implementing existing management theories into the practice of modern enterprises.				MC9 MC10	MC10	MC8 MC10			MC4 MC9	
LO08. Develop and teach special educational disciplines in management in educational institutions; to know and understand the principles and system of management and the regulatory and legal basis of the organization of the educational process, the peculiarities of keeping documentation in educational institutions, the essence of educational activity and its peculiarities, requirements for scientific and methodological support of educational activity, innovative forms, methods and means of education, new pedagogical technologies .	MC2 MC6 MC7	MC5 MC7		MC4 MC6			MC7	MC2 MC6 MC7	MC6	MC6 MC7
LO09. Know, understand and use professional terminology, scientific writing style, grammatical structures of a professional foreign language; text analysis models, translation strategies, translation procedures and transformations; methods of compression of text content; peculiarities of the process of scientific communication in an intercultural context; peculiarities of construction of a foreign language article, citation, graphic design; speech clichés for monologic and dialogic communication	MC1		MC1				MC1			

Head of educational and scientific programme
Dr. Sc. (Economics), Professor



Tetyana LEPEYKO

ЛИСТ ПОГОДЖЕННЯ
освітньо-наукової програми «Менеджмент»

Назва структурного/функціонального підрозділу/посадова особа	Дата, підпис
1. Завідувач відділу аспірантури і докторантури	
2. Керівник відділу забезпечення якості освіти	
3. Завідувач кафедри менеджменту, бізнесу і адміністрування	
4. Проректор з навчально-методичної роботи	
5. Перший проректор	

РЕЦЕНЗІЯ

*на освітньо-наукову програму «Менеджмент»
третього (освітньо-наукового) рівня вищої освіти
на здобуття освітнього ступеню доктора філософії
за спеціальністю 073 «Менеджмент», галузі знань 07 Управління та
адміністрування, розроблену на кафедрі менеджменту та бізнесу Харківського
національного економічного університету імені Семена Кузнеця*

Сучасні умови глобалізації та інтенсифікації євроінтеграційних процесів актуалізують питання розв'язання комплексних проблем з управління організаціями на засадах переосмислення наявних та створення нових цілісних знань та професійної практики. Це підкреслює значущість підготовки кваліфікованих науковців і науково-педагогічних кадрів у сфері менеджменту шляхом формування і розвитку компетентностей, оволодіння основними знаннями, вміннями та навичками виконання оригінальних наукових досліджень та впровадження їх результатів в освітній процес та практичну діяльність організацій.

В освітньо-науковій програмі «Менеджмент» обґрунтовано профіль підготовки здобувача, що акцентує увагу на набутті наукових, дослідницьких, інноваційних компетентностей з метою поглиблення освітньо-наукової складової професійної діяльності, оволодіння практичними навиками проведення наукових досліджень у сфері менеджменту з урахуванням соціально-економічних перетворень в Україні та світі, у тісному співробітництві із закладами науки та освіти, бізнес-сектором, закордонними науковцями.

ОНП «Менеджмент» враховує та повністю відповідає вимогам нормативно-правових актів у галузі освіти та науки, зокрема: Законів України «Про освіту», «Про вищу освіту», Національної рамки кваліфікації, затвердженої Постановою КМУ № 1341 від 23.11.2011 р. (із змінами відповідно до Постанови КМУ № 519 від 26.06.2020 р.), Професійного стандарту на групу професій «Викладачі закладів вищої освіти» (наказ Міністерства розвитку економіки, торгівлі та сільського господарства України № 610 від 23.03.2021), Стандарту вищої освіти зі спеціальності 073 Менеджмент для третього (освітньо-наукового) рівня вищої освіти, Постанови КМУ № 261 від 23.03.2016 р. «Про затвердження Порядку підготовки здобувачів вищої освіти ступеня доктора філософії та доктора наук у закладах вищої освіти (наукових установах)», Постанови КМУ № 44 від 12.01.2022 р. «Про затвердження Порядку присудження ступеня доктора філософії та скасування рішення разової спеціалізованої вченої ради закладу вищої освіти, наукової установи про присудження ступеня доктора філософії».

Особливістю програми є її відповідність стратегії розвитку ХНЕУ імені С. Кузнеця, що відображена у нормативних документах університету: Положенні про підготовку здобувачів вищої освіти ступеня доктора філософії та доктора наук в

аспірантурі (поза аспірантурою) та докторантурі ХНЕУ ім. С. Кузнеця, Положенні про організацію освітнього процесу у ХНЕУ ім. С. Кузнеця, Положенні про розроблення, затвердження, моніторинг, періодичний перегляд та оновлення освітніх програм у ХНЕУ ім. С. Кузнеця (нова редакція), Кодексу академічної доброчесності ХНЕУ ім. С. Кузнеця.

ОНП «Менеджмент» відрізняється наповненістю сучасними науковими курсами, до викладання яких залучаються досвідчені науковці та фахівці-практики, наявністю можливості вибору здобувачами курсів і мови їх викладання, що дозволяє сформувати індивідуальну освітню траєкторію здобувача.

Освітньо-наукова програма «Менеджмент» третього (освітньо-наукового) рівня вищої освіти, на здобуття освітнього ступеню доктора філософії, за спеціальністю 073 «Менеджмент», галузі знань 07 Управління та адміністрування, розроблена кафедрою менеджменту та бізнесу ХНЕУ ім. С. Кузнеця на високому науково-методичному рівні, відрізняється логічною структурою, відповідністю дисциплін цілям, завданням, результатам навчання, що дозволяє рекомендувати її для провадження у Харківському національному економічному університеті імені Семена Кузнеця.

РЕЦЕНЗЕНТ:

Старший науковий співробітник
Офісу оцінювання діяльності наукових установ
ДУ «Центр оцінювання діяльності наукових установ
та наукового забезпечення розвитку діяльності регіонів України
НАН України»,
к.е.н., доцент



Олена КРАСНОНОСОВА

Підпис засвідчую:



РЕЦЕНЗІЯ

*на освітньо-наукову програму «Менеджмент»
третього (освітньо-наукового) рівня вищої освіти
спеціальності 073 Менеджмент
Харківського національного економічного університету
імені Семена Кузнеця*

Одним із головних пріоритетів розвитку освіти в Україні визначено забезпечення якісної вищої освіти, включаючи розвиток освіти дорослих й науки у контексті стимулювання соціально-економічного розвитку держави. Це актуалізує потребу у розробці освітньо-наукових програм, що створюють умови для підготовки кваліфікованих фахівців, здатних проводити оригінальні наукові дослідження та розробки на високому якісному рівні, здійснювати викладацьку діяльність та бути конкурентоспроможними у сфері менеджменту.

Освітньо-наукова програма «Менеджмент» відрізняється логічною структурою, має чітко окреслену мету, яка корелює з цілями, завданнями, результатами навчання, загальними та спеціальними компетентностями. Перелік та співвідношення обов'язкових та вибіркових освітніх компонент забезпечують якісну підготовку здобувача вищої освіти ступеня доктора філософії до майбутньої професійної діяльності. Передбачена програмою педагогічна практика дозволяє сформувати вміння та навички, необхідні для успішної викладацької діяльності, організації педагогічної роботи тощо.

Суттєвими перевагами програми є наявність широкого пулу вибіркових освітніх компонент, що сприяє формуванню індивідуальної освітньої траєкторії навчання шляхом вибору як компонентів, так і мови їх викладання; можливість реалізації результатів неформальної освіти та академічної мобільності.

Висновок: освітньо-наукова програма «Менеджмент» третього (освітньо-наукового) рівня вищої освіти за спеціальністю 073 Менеджмент, галузі знань 07 Управління та адміністрування, відрізняється високим науково-методичним рівнем розробки, відповідає вимогам підготовки здобувачів третього освітньо-наукового рівня, враховує принципи та традиції української освіти та науки, отже, може бути рекомендована для провадження у Харківському національному економічному університеті імені Семена Кузнеця.

РЕЦЕНЗЕНТ

д.е.н., доцент, професор кафедри
менеджменту та адміністрування
НХ «Чернівецька політехніка»

МОН України



Відділ кадрів

20__ р.

Ольга ПОПЕЛО

REVIEW
OF THE EDUCATIONAL AND SCIENTIFIC PROGRAMME "MANAGEMENT"
of the third (educational and scientific) level of higher education
in the specialty 073 Management
Simon Kuznets Kharkiv National University of Economics

Due to the rapidly evolving nature of the global economy, technological advancements, and the increasing complexity of organizational environments organizations operate in a highly interconnected world, facing intense competition. Specialists with deep knowledge and innovative thinking can help organizations navigate global challenges and seize opportunities. The rise of digital transformation, artificial intelligence, and data analytics demands leaders and researchers who can integrate cutting-edge methodologies into management practices, ensuring organizations remain agile and future-ready. Modern organizations face multifaceted issues that require interdisciplinary approaches and original research to devise sustainable solutions, from managing remote teams to addressing ethical and environmental concerns. By fostering a generation of highly qualified specialists who combine theoretical insight with practical expertise, we address the pressing demands of the modern era, ensuring sustainable growth, innovation, and societal progress.

So, the training of highly skilled, competitive specialists in management who are integrated into the European and global scientific community involves cultivating and enhancing competencies for critically rethinking existing knowledge and generating new, comprehensive insights, is relevant to the modern environmental conditions. The educational and scientific programme "Management" at Simon Kuznets Kharkiv National University of Economics is aimed at training such specialists.

The educational and scientific programme "Management" is characterized by its logical structure, compliance of the declared courses with the goals of the programme, its strategic tasks, learning outcomes and acquired competencies.

The structure of the programme consists of two cycles of studying: general training and professional training. This approach gives the opportunity for the PhD students to obtain the best theories and practices in the future teaching, scientific and business activities.

It is very valuable that educational and scientific programme's structure include 25 % of elective curriculum components. This gives PhD students to choose courses which are relevant to their scientific and business findings. Pedagogic internship contributes to the skills formation in the field of teaching activities.

Regarding to the strengths of the educational and scientific programme "Management" at Simon Kuznets Kharkiv National University of Economics it is possible to note that specialists who successfully graduate this programme will be competitive in the Europe.

Thus, the educational and scientific programme "Management" of the third (educational and scientific) level of higher education in the specialty 073 Management at Simon Kuznets Kharkiv National University of Economics is created according to the all requirements for such programmes and give opportunity for PhD students to ability to take an ability to produce new ideas, solve complex problems in the field of management and administration, apply the latest methodologies of scientific and pedagogical activity, and conduct own scientific research, the results of which have scientific novelty, theoretical and practical significance.

Reviewer

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