



СОФИЙСКИ УНИВЕРСИТЕТ „СВ. КЛИМЕНТ ОХРИДСКИ” / SOFIA  
UNIVERSITY „ST. KLIMENT OHRIDSKI”

СТОПАНСКИ ФАКУЛТЕТ / FACULTY OF ECONOMICS AND BUSINESS ADMINISTRATION

## УЧЕБЕН ПЛАН / CURRICULUM

Утвърждавам / Approved: .....

Утвърден от Академически съвет с протокол / Approved by the Academic  
Council with protocol  
№ ..... / .....

Професионално направление: 3.7. Администрация и управление / Professional field: 3.7. Administration and management  
ОКС „магистър” / Degree „Master”

Специалност / Major:

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**СТОПАНСКО УПРАВЛЕНИЕ / BUSINESS ADMINISTRATION**

Магистърска програма / Master's programme:

**БИЗНЕС АДМИНИСТРАЦИЯ – РАЗВИТИЕ НА ЧОВЕШКИТЕ РЕСУРСИ (на английски език)**

**BUSINESS ADMINISTRATION – HUMAN RESOURCES DEVELOPMENT**

**Форма на обучение / Mode of study: РЕДОВНО / FULL-TIME**

**Продължителност на обучението / Duration (брой семестри / number of semesters): 4 (четири / four)**

Професионална квалификация / Professional Qualification:

Магистър по Стопанско управление / Развитие на човешките ресурси/

Master of Business administration /Human Resources Development/

## Квалификационна характеристика / Qualification characteristics

### Major: Business administration

### Master's programme: BUSINESS ADMINISTRATION – HUMAN RESOURCES DEVELOPMENT

#### 1. Programme aims:

The **goal** of the Master's programme "Business administration – Human resources development" is to prepare highly skilled specialists able to use advanced methods and tools for strategic management and development of human capital in the organizations. After completing the programme the student should be familiar with and be able to develop an organizational strategy, in particular strategies in the field of human resources development. The programme aims are to create awareness of the need for in-depth theoretical knowledge and basis for continuous self-improvement in practice.

#### 2. Programme content:

The Master programme in "Business administration – Human resources development" is intended for applicants with a Bachelor degree which is in a field other than the Business administration and/or Economics, or related to these fields degrees.

The duration of study is 2 years and includes:

- Preparatory module – 1 year (two semesters) – covering basic obligatory courses making up the professional content of the Bachelor in Business administration;
- Foundation module (1 semester) – which includes basic obligatory courses making up the professional content of the master in Business administration with an emphasis on the strategic management and development, as well as the writing of a course project for the Master thesis;
- Specializing and Final module (one semester) – which includes electives and optional courses in one of the offered specializations (profiles) and the writing and defense of Master thesis.

Admission requirements include a written test and an interview. The final grade consists of the grade point average of the Bachelor degree, the state examination (defense of a bachelor thesis) and the grades of the admission test and interview.

#### 3. Professional competencies

##### SHOULD KNOW

- To be familiar with modern economic theories and be able to analyze the economic environment by using the appropriate tools;
- To be familiar with the history of management thought and critically evaluate its development and the potential benefits of applying different approaches in specific environments;
- To be familiar with the tools of management;
- To be familiar with the methods for organizational and industry diagnostics;
- To be familiar with the methods for goal-setting, formulation and realization of strategies;
- To be familiar with the methods and approaches for structuring the organization;
- To be familiar with the methods for work in the socio-cultural layer of the organization, and with the human resources;
- To be familiar with public and corporate finance, the tools of the financial institutions, legal norms;

- To be familiar with the legal and administrative basis of businesses;
  - To be familiar with Bulgarian accounting practices and international accounting standards.
- **BE ABLE**
    - To implement what has been learned as theory and shared practical experience to solve practical problems;
    - To make independent management analysis, decisions and recommendations;
    - To carry out industry analysis, environment and organization diagnostics ;
    - To formulate goals and strategies, write plans, control;
    - To intervene in the socio-cultural layer of the organizationa;
    - To apply the knowledge in the human resources management and to develop skills for working with people;
    - To carry out real organizational changes;
    - To communicate effectively;
    - To plan and organize own tasks;
    - To use and work with various information sources.
- **BE**
    - Creative;
    - Open to innovations;
    - Capacity for self-development and life-long learning;;
    - Develop capacity for business strategies and human capital.

#### **4. Professional development**

The Master programme in “Business administration – Human resources development” provides opportunities for specialization and upgrading of knowledge and skills in order to successfully meet specific job requirements and functions. The programme allows students to specialize in different methods used in strategic and operational management of human resources.

The programme graduates can work in the management of different by size and profile companies as human resources managers, in the departments for strategic management, planning and human resources management, operational management, etc.

Programme graduates can hold posts in the government administration, in third sector organizations; work as consultants; continue their education and research as doctoral students, teach in the system of higher education work in research and development units.