

MANAGEMENT

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1. Introduction to subject field

Curriculum: in the direction of management

Management – is one of the most important functional fields of any private enterprise or share-stock company. The concept “management” has wide determination, which scopes all management aspects and includes the relationship between the workers and personnel management. Since the involvement of personnel into management process is a main organizing function, modern managers on personnel management face with myriads of difficult, but interesting problems. But they are the ones who make this professional activity sphere to be the main at a rate of companies, branches and government.

The purpose of the program is – to prepare a manager, who’s mission is to be a leader. The program enables the students to occupy executive positions in business, state structures and society after graduating the study.

The purpose determines the program tasks: to prepare a manager, able to provide:

1. successful organization development by creating a management system on the basis of process attitude
2. formation of **a team**, capable to provide **successful organization development**.

The curriculum on management has been prepared upon deep knowledge on book-keeping, economics, finance, marketing and management. The goal of the program is – to give an education to the person for managing the business enterprise. The content of the curriculum includes the following:

- Provides fundamental theoretical knowledge’s, which improve the student’s ability to make a critical analysis and syntheses;
- Includes a management practice for preparing the graduates to the activity in private and state enterprises;
- Combines the understanding of social responsibility and ethics problems;
- Synthesizes academic disciplines through the spectrum of the firms and enterprises in order to prepare a manager educated in all spheres.

In other words, Curriculum allows to realize a training of not only just managers but strategist as well.

The program allows the students to become not only usual manager, but also strategist as well. In accordance with the interpretation of authoritative scientist Ansoff: “By its nature, strategy is the set of regulations for taking decisions, which is followed by organization in their activities.” Decision making process brings to the following:

- I. To be aware of organization mission and own mission in this organization.
- II. To see the problem
- III. To evaluate it
- IV. To make a decision
- V. To realize the decision

These stages determine necessary competences which the graduates should possess:

Decision making stages	Competences	
To be aware of organization mission and own mission in this organization.	Must know: the peculiarities	
To see the problem		• Initiative at work

To evaluate it	<p>Must know:</p> <ul style="list-style-type: none"> • Business environment, where decision is necessary to be taken; • What resources and skills are needed for problem solving • The goal, and what kind of limitations exist for problem solving <p>Must be able to:</p> <ul style="list-style-type: none"> • Calculate the risks, related with the chosen problem solving variant; • Calculate possible consequences of the accepted problem solving variant <p>To possess ability:</p> <ul style="list-style-type: none"> • to plan the work 	<ul style="list-style-type: none"> • Ability to work independently • Receptivity to innovations, newness • Readiness to improve the qualification
To make a decision	<p>Must be able to:</p> <ul style="list-style-type: none"> • Express own ideas and point of view clearly and correct way • motivate the choice <p>To possess ability:</p> <ul style="list-style-type: none"> • Ability to operate and use the knowledge • To develop the behavioral strategies in different market situation circumstances. 	<ul style="list-style-type: none"> • Capability to make a decision independently • Creativity
To realize the decision	<p>Must be able to:</p> <ul style="list-style-type: none"> • execute the task • organize the work • state the task essence and attitudes to execution exactly and clearly • control 	<ul style="list-style-type: none"> • Ability to work in a team • Ability to make a team • Leadership qualities; • Communicability; • Readiness to business trips.

Competences, which manager should possess for executing his functions, can be divided into 3 categories: 1) general, provided by the direction disciplines, block of instrumental disciplines belong to them; 2) main, provided by the program disciplines; 3) by narrow segment within the framework of the given direction, provided by the specialization disciplines.

In order that the student has got concept and exact understanding of the points, which are necessary for business management in the modern world, the curriculum makes an accent on the ratio between the business and society, business ethics and management communication.

Alternative courses, provided in the program, give additional depth and width to manager preparing.

The graduates of the program are given a diploma about the higher education and conferred a bachelor's degree on management. Modern world economy complexity and an increase of management technology impact on the organization activity will provide wide employment possibilities for those graduates, who come to the enterprise with education, obtained by offered program. The program graduate can work as a manager or as a specialist of different subdivisions in commercial and government organizations, or can continue special

training within the limits of two year master’s program as “Construction”, “Small and Medium Business”, “International business”, “Personnel management”.

2. Degree profile

Typical degrees are presented in subject field

- First cycle – bachelor’s degree
- Second cycle – master’s degree
- Third cycle – post-graduate study

Curriculum of the program for getting **bachelor’s degree** consists of three main blocks:

I block-directional disciplines	They are: 1)basic general disciplines, also 2) block of instrumental disciplines which are obligatory for all students studying “Management” direction;	1) Kyrgyz (Russian), foreign languages, Domestic history, Philosophy, Psychology, Jurisprudence, Sociology, Culture study; 2) Mathematics, Theory of probability and mathematical statistics, Computer Study, Informational technology in management, Modern natural science concept, Statistics, Macroeconomics, Microeconomics, Book-keeping, Finance, Financial analysis
II block — program disciplines	These are obligatory fundamental program disciplines, which unite the courses, forming the profile of the program.	Innovative management, Investment management, Communications in management, Management and organizational behavior, Marketing, Organization of business activity, Organizational development and change management, Industrial management, Strategic management, Social execution and business ethics, Management theory, Organization theory, Personnel management, Financial management. Domestic law
III block — specialization disciplines:	The third block provides student’s specialization and orients them to continue the research work further, or teaching activity in high educational institutions, or to work in specific management spheres (construction).	Engineering, Building constructions, Architecture of industrial and civil buildings, Construction industry technology and organization of construction industry.

The main task of **master’s training** is – to give an opportunity to the students for possessing deep specifically-economic and management knowledge, applied skills and practice alongside with specific fundamental economic and management training. That’s why, within the teaching period, the students study both and theoretical and specifically-administrative and instrumental disciplines as well. Application of the teaching methods, providing gradual, multistage submersion into more complex fields of the administrative knowledge or discipline has significantly traditional big meaning for the education in the field of management in the whole world. That’s why, the courses with similar names but indicating the complexity, study deepness are brought into the curriculums for preparing bachelors and masters. Teaching also finishes with the defense of Master’s thesis and state examinations. Willing students are given an opportunity to get trained further and pass qualifying examinations for the Candidate degree.

The third cycle (**post-graduate**) suggests a submission of one's individual scientific-qualificative work for a scientific degree, where presented: a) decision of the task, having vital importance for the corresponding knowledge branch; b) or scientifically grounded management works, having vital importance for the economy of the country, speed up of the scientific-technical progress.

Typical employment of the graduates on management

Cycle	Employment		
	Study profile	Category / Group of professions	Profession examples
First	Management	Enterprises of all property forms	Businessman, manager of medium and low section
		State institutions	Leading (main) specialist
		Education	Secondary school teacher
Second	Management	University	Beginning scientist/teacher
		Enterprises of all property forms	Businessman, High section manager, Consultant
		State institutions	Head of the department, manager
Third	Management	University	Researcher/teacher
		Enterprises of all property forms	High section manager, Consultant
		State institutions	Head of the department, manager

The role of the subject field in other programs

Nowadays, in the programs by direction of economics, approximately 1/5 part of all subjects are presented with disciplines of administrative education.

3. Teaching and competence results – descriptors of cycle degree

Degree cycles in management are awarded to those students, who have shown the knowledge and skill for executing four group regulations, necessary for taking a decision (ANSOFF):

1. regulations, used in estimating the results of the firm activities in present and in prospect, or estimation situation;
2. regulations, where the relationship between the firm and surrounding is formed depending on them, they determine: what kind of products and technology it will produce (technological strategy), where to sell their product and to whom, how to achieve superiority over competitors, - product-market strategy or business strategy;
3. regulations, according what relationship and procedures inside organization are established, - organizational concept;

4. regulations, according what the firm holds everyday activity, named main operative method.

- First cycle

Specific	General
<p>1. Must know:</p> <ul style="list-style-type: none"> • Methods to analyze the results of the firm activities in present and in prospect • Methods to search the problem decision • Main principles of book-keeping; • Knowing microeconomics principles of enterprise operating: tasks of pricing and determining the product cost; • Knowing the mechanism of capital market operation • Knowledge in the sphere of customer behavior; • Methods of competitiveness analysis; • Behavior science theories • Communication management role in organization • Own functions and tasks • Format of own activity results <p>2. To be able to:</p> <ul style="list-style-type: none"> • show actual themes, elements, problems and reasons; • interpret, synthesize and analyze the data; • determine the logic ratio between the data; • hold structure analysis • use administrative knowledge in real business situations • conduct financial analysis, • estimate the figures and arguments; • make solid and exact researches and document the collected material; • make and proof the conclusion; • distinguish important materials and arguments concerning the matter from the ones which do not concern, less important documents and arguments; • determine what accent should be done on material; range the material by importance degree; • analyze competing sphere; internal business sphere; • analyze the competitors; • segment the markets; • research the market. • Use information systems for speeding up the decision making and information and knowledge exchange • Use information technologies for re-projecting the business processes. 	<ul style="list-style-type: none"> • Enterprise • Creativity • Initiative at work • Ability to express own ideas and point of view clear and correct way • Communicability • Ability to work in a team <p>To write, to speak clear.</p>

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- Second cycle

Specific	General
<p>3. Must know:</p> <ul style="list-style-type: none"> • the main principles of management • political institutions; • how to become a leader • form a team • motivating preferences of the worker; • mechanism the manage the conflicts • decision making methods, • the process of state policy development • mechanism of government and business interaction • ethic, public and social problems, what he will come across being a manager • how to improve the system of strategic company management <p>4. Be able to:</p> <ul style="list-style-type: none"> • establish clearly expresses measured purpose • control the results, with the team work course and achieved results estimation and analysis • mark critical success factor out • work out quantitative models • work out a thought out and flexible strategy • use information technologies efficiently for providing strategic advantage • work out long term investment strategies, determine capital cost, determine a capital structure; attract capital • work out marketing programs • analyze and work out a strategy to improve the competitiveness; • work out a strategy, directed to attract the customers and buyers; • work out a competition strategy in arising and diing branches. • be a leader; • use a power, 	<ul style="list-style-type: none"> • Enterprise • Creativity • Flexibility and energy • Ability to express own ideas and point of view clear and correct way • Communicability • Ability to form a team • Leadership qualities; • Ability to make decisions independently • Receptivity to innovations, newness • Readiness to improve the qualification (to rise own professional qualities) • Capability to work individually • Receptivity to innovations, newness

<ul style="list-style-type: none"> • accept and estimate the arguments; • create a motivation management system • use administrative knowledge in real business situations • solve organizational tasks • manage the changes; • work out a communicational strategy; • adjust communication between the team members • build powerful organizational culture • develop the firm co-workers • manage the conflicts, • use interpersonal and group communication tools. • use behavior science concepts in administrative problems. • work out a government and corporative policy; • forecast the changes in government policy • create a monitoring and control mechanism in the company <p>create a rational technology to make and execute the decisions (based on economic expediency)</p>	
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- Third cycle

<p>- demonstrate the ability to execute independent, original and ready to publish research in the field of management.</p>	<ul style="list-style-type: none"> - Creativity - Ability to estimate and self estimation. - Capability to generate new ideas (creativity).
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Consultation process with interested participants

For co-coordinating the worked out competences with HEI employers – KSUCTA coordinator has worked out a social research program and questionnaires. Temporary social laboratory has been opened in KSUCTA for executing this program, result processing and making report. Social questionnaire program is shown in attachment.

In cooperation with OSHSU and NSU, KSUCTA has questionnaired the employers of c.Bishkek, c.Osh,c.Naryn. Data processing results have shown the presence of the problems, requiring immediate decision, in particular the necessity:

1. to reduce an accent in curriculum on the following competences: a) readiness to get the second high education; b) readiness to continue post-graduate; c) readiness for business trips.
2. to make the main stress on three criterias: a) ability to operate with knowledge and to use them, b) leadership qualities; c) to plan and organize the work.

On the basis of social research results, Expert group has worked out the following scheme of approximate curriculum for the first and second education cycles for the direction

“Management”

Curriculum scheme, based on ECTS students load, first cycle on management

Year 1 Sem1	Computer study 5 ECTS	Kyrgyz Language 2,5 <i>ECTS</i>	Mathematic s1 5 ECTS	Native history 5 <i>ECTS</i>	EC 2,5 ECTS	Book-keeping1 5 ECTS
		Russian/ English languages 2,5 <i>ECTS</i>			EC 2,5 <i>ECTS</i>	
Year 1 Sem2	Computer study 2 5 ECTS	Kyrgyz Language 2,5 ECTS	Mathematic s 2 5 ECTS	EC 5 <i>ECTS</i>	MNSC 2,5 <i>ECTS</i>	Book-keeping2 5 ECTS
		Russian/ English languages 2,5 ECTS			EC 2,5 ECTS	
Year 2 Sem3	Microecono mics 1 5 ECTS	Kyrgyz Language 2,5 ECTS	Organizatio n theory 5 ECTS	EC 5 <i>ECTS</i>	Finance 5 ECTS	Statistics1 5 ECTS
		Russian/ English languages 2,5 ECTS				
Year 2 Sem 4	Macroecono mics1 5 ECTS	Kyrgyz Language 2,5 ECTS	Philosophy 5 ECTS	EC 5 <i>ECTS</i>	Management theory1 5 ECTS	Statistics 2 5 ECTS
		Russian/ English languages 2,5 ECTS				
Year 3 Sem 5	Industrial management 5 ECTS	EC (SD) 2.5 ECTS	EC 5 ECTS	Communicat ions in management 5 <i>ECTS</i>	Management 5 ECTS	Financial management 5 ECTS
		EC (SD) 2.5 <i>ECTS</i>				
Year 3 Sem6	EC(SD) 5 ECTS	EC (SD) 2,5 ECTS	Economic law 5 ECTS	Marketing 5 <i>ECTS</i>	Practice 5 ECTS	Organizational behavior1 5 ECTS
		EC 2,5 <i>ECTS</i>				
Year 4 Sem 7	Strategic management 1 5 ECTS	Innovative managemen t1 5 <i>ECTS</i>	Organizatio n of enterprise activity 5 ECTS	EC (SD) 2,5 ECTS	Personnel management 5 ECTS	Diploma work 5 ECTS
				EC (SD) 2,5 ECTS		
Year 4 Sem 8	Investment management 5 ECTS	Developme nt organizatio n and	Practice 5 ECTS	EC (SD) 2,5 ECTS	Social executive and business ethic 5 ECTS	Diploma work 5 ECTS

		change control 5 ECTS		EC (SD) 2,5 ECTS		
Curriculum scheme, based on ECTS students load, second cycle on management						
Year 1 Sem. I	Management theory2 2,5 <hr/> Microeconomic s 2 2,5	SD 5	Foreign language 5	Econometric s 5	Management account 5	Marketing management 5
Year 1 Sem. II	Financial analysis 2.5 <hr/> Organizational behavior2 2,5	SD 5	Foreign language 5	Operational management 5	Innovative management2 5	Corporative finance 5
Year 2 Sem. 1	Law basis of management activity 2,5 <hr/> Personnel management2 2,5	SD 5	Strategic management 2 5	Change management 5	Investment analysis and paper management 5	Practice 5
Year 2 Sem. 2	Research practice 15				Master's thesis 15	

Further, there is attached a list of specializations to choose stating the specialization disciplines:

I. Personnel management:

5 ECTS by each subject: Work relations, Social psychology, Labor economics, Leadership and power theory, Communication in management, Management psychology.

II. International business:

5 ECTS by each subject: International economic relationship, International management, International law, International finance, International business ethic, International relationship of the government and business

III. Construction

5 ECTS by each subject: Engineering, Introduction to material, Building constructions, Architecture of industrial and civil buildings, Technology of construction industry and organization of construction industry.

IV Small and medium business

5 ECTS by each subject: Advertisement management, Business re-engineering, Electronic commerce, Property finance, Export strategy, Economic development theory.

“APPROVED”

Qualificative academic degree:

Ministry of Education of Kyrgyz Republic

Bachelor's degree on management

Standard education term: 4 years

Order from “ _____ ” _____ 2006y.
№ _____

EXPERIMENTAL CURRICULUM

direction: Management

Intake 2006-2007 ac.year

#	Disciplines	Hours in total	including		ECTS credits	Semesters	
			Class work	Individual work			
	1	2					
I. CYCLE OF GENERAL HUMANITARIAN AND SOCIAL-ECONOMIC DISCIPLINES							
1	Kyrgyz (Russian) language	600			20	1,2,3,4	
2	Foreign language						1,2,3,4
3	Native history	150			5	1	
4	Philosophy	150			5	4	
5	EC	150			5	1	
6	EC						2
7	EC						2
8	EC	300			10	3	
9	Physical training*						1,2,3,4
	Total	1800			45		
II. CYCLE OF NATURAL-SCIENCE DISCIPLINES							
1	Mathematics	300			10	1,2	
2	Computer study	300			10	1,2	
3	Modern natural-science concepts	75			2,5	2	
4	Statistics	300			10	3,4	
5	EC (natur.s)	225			7,5	2,3,4	
	Total	1200			40		
III. CYCLE OF GENERAL PROFESSIONAL DISCIPLINES							
1.	Macroeconomics	150			5	3	
2.	Microeconomics	150			5	4	
3.	Management theory	300			10	4	
4.	Management						5
5.	Book keeping	300			10	1,2	
6.	Organizational behavior	150			5	6	
7.	Organization theory	150			5	3	
8.	Marketing	150			5	6	
9	Communications in business***	150			5	5	
10	Finance	150			5	3	
11	Economic law	150			5	6	
12	EC	150			5	4	
	Total	1950			65		
IV. CYCLE OF SPECIAL DISCIPLINES							
1	Enterprise activity organization	150			5	7	
2	Personnel management	150			5	7	
3	Strategic management	150			5	7	
4	Organizational development and change control*****	150			5	8	
5	Innovative management	150			5	7	
6	Investment management	150			5	8	
7	Social executive and business ethic *****	150			5	8	

8	Financial management	150			5	5
9	Industrial management****	150			5	5
10	EC	75			2,5	6
	Total	1425			47,5	
	III. CYCLE OF SPECIALIZATION DISCIPLINES	675			22,5	5,5,6,6,6,7,8
1	Practical training	150			5	6
2	Pre-diploma training	150			5	8
3	Diploma work	300			10	7,8
	Total	600			20	
	ADDITIONAL TRAININGS					
1	Military training*	350				5,6,7,8
	Total	8000			240	

* - given disciplines are not considered in ECTS credits

** - hour distribution by the work types is done by HEI individually

*****Communication in management.** Oral and written communication in business. The course will include writing of letters, memorandums, reports and papers, as well as information and convincing presentations. An accent will be made on clarity, brevity, fullness, sequence and persuasiveness. Video shootings with immediate play of videotapes will be used for oral presentations.

******Industrial management** – There are studied – methods of design, mastering and producing the product and service, provided by the companies. It is studying of planning, organization and work control in organization, including the consideration of quantitative and qualitative theories, methods and practice, forming competitive advantage of the firm. The following themes are considered: general operating activity strategy, product design and processes in industry, quality, equipment, industrial power and reserve management. Special attention will be paid to interaction with other functional fields, finance and marketing.

******* Social executive and business ethic** – this course considers the points of economic activity ethics, relationship of business and society and the role of ethic standards in making a decision in business. The following themes will be open: application of moral principles to business, business rights and responsibility, ethic standards and culture difference, ethics control in company. Accent will be made on practical problems of society and business ratio, and on student's analytical ability.

******* Organizational development and change control** – this course is divided into two parts: organizational development and change control. Course content: The stages of organizational development. Classification of organizational changes. Elements of successful change introduction. Change resistance and methods to overcome. Typical mistakes at changing. Transformation process components. Organizational development principles. Organizational knowledge management. Attitudes to company management restructuring.

4. Work volume and ECTS

Work volume in typical degree programs are expressed in ECTS credits:

- First cycle 240
- Second cycle 120
- Third cycle 120

5. Studying, teaching and evaluation

Education and teaching in management usually mean the combination of the following components:

- **Traditional lectures.** They allow to give a new information for big audience of students within short period of time. The lectures vastly relief the student's preparation for seminar lessons, as a conspectus contains thematic material already carefully studied by

teacher, using different sources. The lectures allow the student to build a knowledge system and to structure them under study.

- **Practical lessons.** They are often organized in tandem with lectures. They are conducted in groups under the supervision of teacher, or individually in the form of home work with further checking of results. These lessons have double goal: understanding the theoretical material through examples, and using them in concrete situation. Such practical lessons are integral part of management, where understanding of the material is achieved in practice but not in the process of remembering. Practical lessons can be conducted in the form of *role games* – it allows to get accustomed to some image, dictated by the managing situation, in the form of play. The student is given a program statement, initial situation and he gets an opportunity to develop this situation, make conclusions. The other students, following the game, evaluate the behavior of the game participants, make conclusions; *case-study (CS)* – this is a description of real events, occurring in the process of business in words, figures and examples.

CS shows a cut of this process, fixation of its dynamics in definite time borders, making the students to choose the problem decision and the course of further actions. Herewith, it is expected that after studying the CS, the student comes to individual conclusion, and after discussing CS in group, makes changes in it; *action study* – offered to work for achieving real goals; group training to work with critical problems goes through several training stages, close to “combat”.

- **Home works.** Together with lectures and study control, home works are one of the most effective methods, where the students open their ability. Home works, of course, serve as a feedback for students, what allows them to understand the material more deep; but, though the home works are given quiet often, they are seldom checked, except small groups.
- **Computer laboratory works.** It is, probably, the most significant progress in studying management within the last years, introducing experimental aspect in teaching. They are characterized not only by informatics and computer engineering courses, but and statistics, financial mathematics, dynamics systems and others.
- **Projects.** They are executed individually or in small groups, and usually combine the materials from different fields of different disciplines, for deciding complex tasks. Projects in small groups help to develop the ability to work in team (determined as an important component for skill possessing). The projects can include definite calculation elements, as in the case mentioned above. Projects, mostly course works, diploma projects at the end of academic year, also give an opportunity for students to improve their written and oral communication skills.
- **Final qualification work.** It is considered to be an essential part of teaching, and should be filled with not only theoretical description and bibliographic researches, but and with own view of management problem.

The best practical examples in studying, teaching and estimation for some private competences

Competence: Ability to understand the situation and processes occurring in organization.

This competence suggests, that the student knows the basis of business and management, i.e. understands and can analyze and estimate internal and external business sphere, essence and dynamics of processes occurring in organization. It is also supposed that the student must understand the behavior of the man, his actions, forecast possible reaction and activity from his side. Thus ability to understand, significantly related to the system of theory and knowledge, gets focused on 3 objects: business environment and management, organization and organization processes

This competence can take root by conducting seminar lessons, role games, case-study. For example, during the seminar lessons, students learn the skill to challenge and support the discussion, defend own point of view, to analyze all presentations and answers constructively, make general conclusions.

Competence: Ability to work in group and individually.

Presence of this ability is very important for future managers, especially for those, who will work in big organizations. Most of all, it is determined by the level of cultural development. It concerns such qualities of his individuality, as knowing and understanding the history and traditions of the country and nation, its mentality, ability to observe etiquette according to the norms, knowing the customs, traditions and etiquette and etc. The student must be able to work in a group, coincide his interests with the interests of the group, to be able to obey where it is required and acceptable, to be capable to defend own positions where necessary. He must be able to communicate efficiently, correctly express an idea of his actions, using information, listen and interpret the return reaction in the correct way. He should also learn the skill to work individually, using own knowledge, skills, taking into account general management concepts and established situation. For achieving this competence, there are used role games, CS discussion, action research, essay.

Competence: Ability to present the management problems clearly.

Teaching to research and to define the problem is principally important for manager. For example, during the lessons with CS, students often muddle the problem symptom (profit reduction, personnel turnover and etc.) with the problem itself. Also Gete said “new problem is decision of any problem”. As a practice shows, success is achieved more quick not by the one who is first to decide but by the one who finds the problem first. Only after determining the problem, it becomes possible to begin the realization of the decision process. So, using CS, student learns:

1. To see the problem with the eyes of administration – it is very efficient way “to learn doing”.
2. To use management concepts and to understand it deeply.
3. To collate and to compare different attitudes and to work out some typology in it.
4. To comprehend and balance the problems and facts, using experience, vision and judgment. Compare oneself with the other students and exchange the experience.

6. Quality improvement

“List of Tuning’s key questions for program development and quality improvement within the Bolon reform” provides a mechanism for working out a new program. It also serves as an orienteer for improving the acting programs: for instance, alteration as teaching results and ECTS credits.

CONCLUSION

At developing the program, Expert group has used positive experience of the world educational system taking into account specific peculiarities of Kyrgyz mentality for saving its originality, face and image – as sovereign independent country. That’s why, given program has a goal to make a business leader out of a graduate and gets focused on decision making.

During the first two courses, it is supposed to study basic general educational and tool disciplines. From the third year, there are thought obligatory fundamental disciplines of the program, which unite the courses, forming the program profile and specialization disciplines. The curriculum is attached a list of specialization offered by the authors of the program, but it doesn’t mean that HEI should follow it. Each HEI in accordance with own specifics can choose profile of specialization disciplines.

Besides, one should note, in order student understood and got clear awareness of the questions, required for business management in the modern world, in the curriculum it has been paid an attention to interaction of business with society, business ethic and management communication.

At the end of the curriculum, authors decided to be necessary to give the content of those disciplines, which are not considered by the accepted government educational standard in our country on specialization “Organization management”.

Application of the teaching methods, providing gradual, multistage submersion into more complex fields of the administrative knowledge or discipline has significantly traditional big meaning for the education in the field of management in the whole world. That’s why, the courses with similar names but indicating the complexity, study deepness are brought into the curriculums for preparing bachelors and masters.

The program gives an opportunity for the students to get executive posts in business, government structures and society after graduating from, since the competences, put in curriculum, are agreed with employers – main customers of high education system products.

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