



UNIVERSITY OF PÉCS
Faculty of Business and Economics

STUDENT HANDBOOK

**FACULTY OF BUSINESS AND ECONOMICS
UNIVERSITY OF PÉCS**

**MANAGEMENT AND LEADERSHIP
PROGRAMME**

2022/23 academic year

Programme Director: **Zsófia Ásványi, Dr.**

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Introduction

Your Programme Handbook

The purpose of this Handbook is to introduce you to your programme of study and to direct you to other general information about studying at the Faculty of Business and Economics University of Pécs. The material in this document is as accurate as possible at the date of production; however, you will be informed of any major changes on time.

Your comments on any improvements to this handbook are welcome. Please put them in writing (an email will suffice) with the name of the Programme Handbook to the **Program Director: Zsófia Ásványi, Dr. (asvanyizs@tkk.pte.hu)**.

Information in Alternative Formats

This [handbook](#) can be found online on the Faculty's website. If you have a disability which makes navigating the website difficult and you would like to receive information in an alternative format, please contact Edina Hamar at the Study Department. We can supply sections from this publication as:

- a Word document with enlarged type — sent by email
- printed copy with enlarged type

Other formats may be possible. We will do our best to respond promptly. To help us, please be as specific as you can about the information you require and include details of your disability.

The University Regulations

As a student of the University of Pécs you agree to abide by the University Regulations when you enrol and therefore you should read this handbook in conjunction with the UP [regulations](#) which are available online.

WELCOME TO MSC MANAGEMENT AND LEADERSHIP PROGRAMME!

Introduction to Faculty of Business and Economics (UPFBE)

During the time of founding the first universities in Central Europe, King Louis established the first Hungarian university in Pécs in 1367. Its persistence, however, remains uncertain. According to historical research, there must have been a separate College of Law and a College of Theology in Pécs by the end of the 15th century, replacing the university. In 1785 Emperor Joseph II moved the Royal Academy from Győr to Pécs, which was, however, relocated again in 1802.

In 1833 bishop Ignác Szepessy, in co-operation with the town council, established the Academy of Pécs, which worked with faculties of law and arts. On 15th June 1921 the Hungarian Parliament passed a bill in which the Elisabeth University, previously operating in Pozsony, was transferred to Pécs. From 1923 the institution included faculties of law, medicine, humanities and theological studies at the university. The Faculty of Humanities was brought to Kolozsvár in 1941. In 1951 the Faculty of Medicine became independent, so the University of Pécs had a single Faculty of Law.

In 1975, the Faculty of Economics was organised which, since 1970, had worked as a transferred branch of the Karl Marx University of Economics in Pécs.

The Teacher Training College of Pécs became integrated as a Faculty to the university in 1982.

The first step towards the present university with ten faculties was set up in 1991 when the Faculty of Teacher Training, after undergoing major structural changes, split into the Faculty of Humanities and the Faculty of Sciences. The Pollack Mihály Technical College was integrated into the university and the Faculty of Performing and Fine Arts was established in 1995.

The university has been running International Programs in English for non-Hungarian students since 1987. These programmes work with a professional team of academics who are able to offer courses under a wide scope of Central and Eastern European Studies.

The BA Business Administration program (today: BSc in Business Administration and Management) was launched in 1996 with a solid foundation of cooperation by the University of Pécs, Hungary and Middlesex University, UK. Since then, the MSc in Management and Leadership and MSc in Business Development programs have built upon the quality and excellence of both of these prime examples of Hungarian and British institutions of higher education.

Our BSc and MSc programs bring together a diverse student body: full-time students from a variety of countries such as China, Vietnam, Cambodia, Kazakhstan, Nigeria, Jordan, Columbia and a large number of exchange students mostly from the EU add variety to the programs. The BSc and MSc degrees received by graduates open the door to global careers.

The international atmosphere of the classes and the opportunities for personal consultation with the professors on your study programme; ensure that your personal advancement will be given close, individualized attention. An emphasis is put on how to apply theory in practice.

Thanks to the wide range of elective courses the program can be shaped to the needs and interest of every class. The regular group- and individual presentations enhance the communication skills of our students and help them to develop into a confident and competent cosmopolitan business professional.

To deliver the best learning experience and outcome for our students the programme is under continuous improvement to maintain the optimal course portfolio that meets the requirements of the 21st century. Most recent actions include the introduction of new elective courses that support a better understanding of current business and developmental trends of the globalized world. Simultaneously, there has been a restructuring of business core and elective courses among others in order to facilitate internationalization at home and increased social and environmental sensitivity of graduates to become ethical, responsible professionals.

We re-designed the program structure of the MSc in Management and Leadership according to international-, more closely to EFMD accreditation standards from 2023, to be able to offer our students internationally recognized schemes of education. In line with the Faculty's mission, the program now offers the possibility to "train excellent, solution-oriented, responsible business professionals to promote sustainable development in the local and wider environment."

We are continuously improving the frameworks of our international cooperations: the double degree program with ESDES Lyon is a great example of this. In 2020 the Faculty of Business and Economics joined the United Nations Principles for Responsible Management Education as an advanced signatory. The design of our World of Practice (WoP) activities enables students to become educated leaders of businesses, the governmental sector, or NGOs.

Welcome from your Programme Director

It is wonderful to welcome all of you to the MSc Management and Leadership Program of University of Pécs, Faculty of Business and Economics.

Our Faculty is genuinely dedicated to becoming an international institution that attracts a significant number of talented students – and this master’s program is designed to support this strategy. The 4-semester curriculum offers you a wide range of possibilities to enrich your business-, and managerial skills; intensify your intercultural competencies with fellow students from all over the world, and enjoy international guest lectures both from the academy and business. We are proud of our students’ academic achievements and successes.

As the program architecture shows a delicate balance between theory and practice, your active participation is more than welcome during classes. This approach offers you not only an overall view of business decisions but also means a great opportunity to build interpersonal networks for future activities – even life-long friendships.

This Student Handbook is a summary of the rules and regulations that are in effect in our Faculty. This information is essential to help make your learning experience smooth and pleasant. We hope you find it helpful, please read it carefully. The academic- and administrative staff is also available for advice if you need it or to answer questions you may have.

I will be your Program Leader. My primary role is to support and advise you on your academic progress along your educational journey. My colleagues and I look forward to working with you and helping you to achieve a primary objective: your success as a student.

We all wish you a great year ahead.

Best regards,

A handwritten signature in blue ink, appearing to be 'Anny', written in a cursive style.

Program Director

PART ONE: PROGRAMME DETAILS

Your Programme Team

Faculty's Leadership and Programme Management

Field of responsibility	Name	Extension	Location	E-mail
Dean	András Takács Dr.	23155	B235	takacs.andras@tkk.pte.hu
Vice-Dean for Educational Affairs	Katalin Erdős, Dr.	63134	B244	erdosk@tkk.pte.hu
Programme Director	Zsófia Ásványi, Dr.	63114	B217	asvanyizs@tkk.pte.hu
Programme Coordinator	Edina Hamar	23166	B135	hamar.edina@tkk.pte.hu

Teaching staff

You can find the names of your professors in Your courses chapter (p. 15). Professors' availabilities can be found on the following [website](#). **Preferred way of communication is via e-mail or by person with all staff members. Please avoid the usage of other communication platforms. Professors' office hours can be read on their name board next to their office, in the course syllabi or on the School's website.**

Your Programme

The first master business degree program in English started in 1999 as a result of the cooperation between the Faculty of Business and Economics, University of Pécs and the Business School of Middlesex University, London.

The overall purpose of our programme is to train and educate professionals who can manage ethically, sensitively and holistically a range of organizations in an increasingly global and rapidly changing environment. Our graduates are to be found in almost all walks of business, industrial, community- and professional life.

The aims and objectives of the Programme

The primary objective of the MSc Management and Leadership Programme is to offer students an exceptional academic experience meeting the highest international standards of the educational arena.

The overall aim of the programme is to train economists for businesses and public sector organisations who have the self-efficacy to manage a wide range of business problems with ethical and sound professional knowledge. The knowledge and skills students acquire during their education will enable them to analyse, plan and manage the work processes of organisations; they will be able to identify, analyse and solve emerging business-related problems, using their capacity for innovation and creative thinking. Students who successfully follow our study track will be able to make valuable contributions to businesses they join or establish.

Specifically, the features of the program are:

- Throughout the two years, the programme encourages students to think about and analyse problems from an interdisciplinary perspective. This will result in flexible problem-solving, the selection and implementation of effective solutions and conflict management alternatives in managerial work, as well as the acquisition of the ability and skills for continuous self-learning and organisational development.
- Students who complete the programme will be comfortable in identifying, analysing and solving organisational problems, as well as in managing and organising inter-organisational relations and social relations.

The programme promotes responsible management and organisational thinking, i.e. it offers in-depth knowledge of organisational development and human resource management in organisations

Double-degree opportunity

Students of the Management and Leadership MSc can apply to participate in a double-degree programme organized jointly with renowned international partner, the **ESDES School of Management, Université Catholique de Lyon**. Master's students with UPFBE as their home university will obtain a master's degree in International Business Development (IBA) at ESDES in addition to their Hungarian certificate, when they have successfully completed the double degree programme.

Students can apply for the programme if they

- a) have 30/60 ECTS depending on the intake date (depending on their time of intake);
- b) have reached a weighted average of 4.0 over the one/two semesters;
- c) have a TOEFL with at least 550 points or equivalency.

Programme Level Intended Learning Outcomes

Upon completion of the Management and Leadership programme students will be able to....	
Knowledge and understanding	Understand the theories and terminology of management science, the role and characteristics of the discipline in for- and non-profit organisations, as well as the nature of the employer-employee, supervisor-subordinate relationship.
	Understand the specifications of strategic management and leadership tools as well as that of various business functions including their domestic and international application possibilities.
Skills	Identify business challenges with a multidisciplinary approach and apply analytic skills to manage the resulting tasks and projects, thereby improving organisational effectiveness.
	Demonstrate understanding and synthesising ideas, analyse facts, see connections, draw and communicate conclusions appropriately in an international organisational context, taking into account the principles of sustainability.
	Analyse complex organisational challenges as a leader, define goals, solution methods and manage implementation strategy.
	By synthesising theoretical and practical knowledge, manage companies and departments individually and in groups, to motivate employees during the execution of tasks in domestic-, and global, on-site and online work environment.
Attitudes	Act as an innovative and proactive professional, with a responsible, ethical and open-minded attitude, who is committed to continuous improvement by this also inspiring co-workers.
	Possess a developed professional identity and commitment, embracing and communicating this in both domestic and multicultural business- and professional settings.

You can find information about the relation between PILOs and courses in **Appendix 1**.

Programme Structure Diagram

Please find the detailed information in Your Courses chapter.

Semester	1	2	3	4
Courses	B1 Leadership & Advanced Organizational Behaviour (9 cr)	B1 Strategic & Quality Management (9 cr)	B2 Advanced Communication for Leaders (6 cr)	B2 Change Management & Business Consulting (9 cr)
	B1 Strategic Marketing (9 cr)	B1 Business Analysis and Valuation (9 cr)	A Production and Process Management (6 cr)	B1 Sustainable HRM (6 cr)
	A Applied Statistics and Econometrics (6 cr)	B2 Project Management (6 cr)	B2 Business Ethics and CSR (6 cr)	D Thesis development (15 cr)
	A Economics (6 cr)	A Business Intelligence (6 cr)	C <i>Business Elective</i> (6 cr)	
			C <i>Business Elective</i> (6 cr)	
Total number of credits/per semester:	30	30	30	30
Total number of credits to be acquired:	120			

A/B1: General core course

B2: Specialized core course

C: *Elective*

D: Thesis development

Your academic calendar and timetable

The [academic calendar](#) informs you about the important events and deadlines of the particular semester related to your studies and can be found on the School's website.

You are allocated to timetabled lectures, labs, seminars, and workshops based upon your course registrations. Your [timetable](#) is available on the School's website.

If you have any queries about your timetable please contact your Programme Coordinator. Any changes to your timetable will be notified to you through Neptun.

Attendance requirements

1. The maximum rate of absence is determined by the [Code of Studies and Examination](#) of the University of Pécs.
2. Students in general, are required to attend all scheduled classes and prescribed activities for the programme on which they are enrolled. The professor can monitor student's class participation by various methods such as Kahoot games, weekly quizzes, group work...etc.
3. Students must make themselves available at all times to attend for viva voce examinations at times when, given the structure of the course they are taking, they may reasonably be expected to be available.
4. Students must notify their professor in advance if they cannot attend any compulsory class, lecture etc. The academic tutor has the discretion to decide how the student should compensate for work not done in the classroom if it is needed or possible.
5. They must inform the professor of any illness which is affecting their attendance and supply a medical certificate if they are absent for more than one week.
6. Students must notify the Study Department in writing if they are withdrawing from a course.
7. Any period of absence over 28 days for whatever reason shall be reported to the Study Department.
8. All withdrawals, including those where students have failed to reply to letters under paragraph 5 above should be notified immediately to the Study Department on the appropriate form. Refund of fees, where applicable, is specified in the [Code of Charges and Benefits](#) of the University of Pécs.
9. Where a student withdraws before the end of a given semester the last day of attendance should be noted as the last date of recorded attendance if known. Otherwise, it should be given as the date of the letter from the Programme Director requesting an explanation of absence (see paragraph 5 above). Where a student withdraws at the end of a given semester the date should be noted as the last day of that semester.
10. Students, who fail to register for the programme after four weeks after the official beginning of the semester, without any good cause, will be considered to have passive student status in the

particular semester or non-enrolled if they were freshmen. In this case only determined amount of the fees is possible to be refunded.

Fees

Regular fee (tuition fee):

400.000 HUF/semester for EU-residents

4.000 €/semester for Non-EU residents

The tuition fee remains the same amount during your studies.

Deadlines of payments are always communicated via Neptun before the particular semester starts and can be read in the academic calendar.

Extra fees (to be paid in special cases)

Type	When	Amount	Where/How	Note
Tuition fee late payment	To be paid in case you pay your tuition fee after the given deadline.	6% of the particular item	Central Registrar's Office creates the payment in Neptun and warns you in a letter when/how much you have to pay.	
Course Repetition - Exam Course Fee	To be paid in case you failed a course previously and you register to it for the second, third or more times.	3,500 HUF 7 credit course 1,500 HUF/ 3 credit course	Central Registrar's Office creates the payment in Neptun and warns you in a letter when/how much you have to pay.	
Retake Fee	To be paid in case you are repeating an exam for the third or more times.	2,500 HUF	The payment has to be created by you in Neptun by transcribing an item. <u>Note: without transcription you will not be able to register for the particular exam.</u>	After the payment you can register to the particular exam.
Exam Absence Fee	To be paid in case you miss an exam for which you signed up for without submitting a medical certificate.	2,000 HUF	Central Registrar's Office creates the payment in Neptun and warns you in a letter when/how much you have to pay.	
Late enrolment Fee	To be paid in case you miss setting your status as active in Neptun till the given deadline. It has to be requested on form D.	1,000 HUF (request fee) + 2,000 Ft (late enrolment fee) + further 600 Ft/day after the 9th day of the particular semester	The payment has to be created by you in Neptun by transcribing an item.	After the payment the Study Department can modify your status.

Late course registration and deregistration Fee	To be paid in case you miss registering to or deregistering from your courses till the given deadline. It has to be requested on form A.	1,000 HUF (request fee) + 4,900 HUF (late course registration and deregistration fee)/subject	The payment has to be created by you in Neptun by transcribing an item.	After the payment the Study Department can register you to or deregister you from the chosen subjects.
Late documentation submission fee	To be paid when you are submitting a document such as Mentor's evaluation, Company Accreditation Form..etc. after the deadline shown in the academic calendar.	1,000 HUF	The payment has to be created by you in Neptun by transcribing an item.	After the payment the Study Department accepts the document
Late request submission fee	To be paid when you wish to request something after the submission deadline of that particular request type.	1,000 HUF	The payment has to be created by you in Neptun by transcribing an item.	After the payment the Study Department can accept your request.

Guidance on how to transcribe an item can be found on the [Neptun login page](#).

Employability

Employability is the level of compliance to labor market needs of the graduating students that includes knowledge and skills. These sets of knowledge and skills enable students to enhance their labor market value.

The curriculum structure is designed to enable students to develop these necessary sets of knowledge and skills.

Management and Leadership programme is committed to supporting you in enhancing your employability and helping you to develop professionalism in your field of choice as employers constantly tell us that they are looking for polished graduates who not only have a good degree but who also have the right skills, attributes and values to support their knowledge.

Employability and your programme

The development of employability skills is an integral part of the Management and Leadership programme although this may not always be evident to you as it will not always be presented as such.

General-, specialized core courses and elective courses, all related to management and leadership, are built on each other with slight overlaps to maximize your career prospects in the labour market. First we provide you with general business and economic topics which a) help you understand the mechanisms- and the macroeconomic principles of markets; b) give you an overview of major methods related to empirical-statistical work in economics and on the functionality of business intelligence and c) offer you the knowledge how to efficiently utilize organizational resources. General core courses

also make you understand the strategic operation of various business functions ranging from marketing, finance, leadership and organizational behaviour to quality-, change-, project-, HRM-, and communication management. Specialized core courses offer the development of well-defined areas of managerial skills and electives cover again all business functions, where you have the possibility to further deepen your professional skills in the field you wish. The program architecture, and the academic- and administrative staff of the School all work for ensuring and increasing your employability chances. Our goal is to make you confident and competent business professionals and leaders in private or public sector organizations in domestic or international operations.

To enhance students' employability the School launched an online survey in 2022 among employers in Hungary to explore their expectations towards our graduates, as well as how they see their strengths and areas of growth when it comes to employment (the initiative was called "Employability project"). The survey covered all our international and Hungarian programmes. The ultimate goal of the survey was to increase the employability chances of our graduates by understanding more accurately the labour market needs.

Although this highlights to a certain extent how employability has been embedded in the Management and Leadership MSc curriculum, it is still your responsibility to actively seek out and use the program's and the School's possibilities we offer.

Personal Development Planning (PDP)

Personal Development Planning will provide you with an opportunity to assess the value of the skills and knowledge you are developing and identify your future learning and development needs. It offers a structured way to reflect on what you are good at and what you need to develop further. You will learn to review your own skill levels and what you have learned from different situations and environments, including your studies, part-time work, voluntary work and other activities. You will record your reflections and use them to help you think about and plan your future development.

This is an important part of your personal development and reflects the working environment where employers encourage new graduates to assess their continuous professional development (CPD) using a portfolio. You can also use your record of PDP as a valuable aid for marketing your skills to employers in recruitment and selection processes.

Students can seek support in PDP at the TalentSpot and at the Centre for Applied Learning (CAL) which are responsible for organizing events and trainings supporting students' personal development and internship activities.

Careers Advice

Career-related guidance and coaching can be obtained at the [TalentSpot](#) of the Faculty of Business and Economics during their office hours. The Faculty and the [CAL](#) organize several conferences and other events – such as the World of Practice week or International Hackathon – each year where students can meet important business actors. Numerous amounts of former students obtained employment this way. However, the responsibility for securing employment lies entirely with the students.

Your Courses

The name and the learning outcomes of the courses can never change during your studies but all the other content can be subject to change in every semester.

You can find the [course descriptions \(syllabus\)](#) of every course on the website.

A – General core courses: Methodology

Course/Professor	Semester	Contact hours/week	Assessment	Credit
Applied Statistics and Economics <i>Gábor Rappai, Dr.</i>	1	4	Exam	6
Economics <i>Tamás Sebestyén, Dr.</i>	1	4	Exam	6
Production and Process Management <i>Zsuzsanna Hauck, Dr.</i>	3	4	Exam	6
Business Intelligence <i>Ferenc Kruszlicz, Dr.</i>	2	4	Exam	6
Number of credits to be completed				24

B1 – General core courses: Management and Leadership professional knowledge

Course/Professor	Semester	Contact hours/week	Assessment	Credit
Leadership & Advanced Organizational Behaviour <i>Zsuzsanna Vitai, Dr.</i>	1	6	Exam	9
Strategic Marketing <i>Krisztián Szűcs, Dr.</i>	1	6	Exam	9
Strategic and Quality Management <i>Roland Schmuck, Dr.</i>	2	6	Exam	9
Business Analysis and Valuation <i>András Takács, Dr.</i>	2	6	Exam	9
Sustainable HRM <i>Zsófia Ásványi, Dr.</i>	4	4	Exam	6
Number of credits to be completed				42

B2 – Specialized core courses: Management and Leadership special professional knowledge

Course/Professor	Semester	Contact hours/week	Assessment	Credit
Business Ethics and CSR <i>Márta Somogyvári, Dr.</i>	3	4	Exam	6
Advanced Communication for Leaders <i>Edit Gyarmatiné Bányai, Dr.</i>	3	4	Term mark	6
Project Management <i>Ákos Jarjabka, Dr.</i>	2	4	Exam	6

Change Management and Business Consulting <i>Roland Schmuck, Dr.</i>	4	6	Exam	9
Number of credits to be completed				27

C – Electives

Course/Professor	Semester	Contact hours/week	Assessment	Credit
Services Marketing and Management <i>Beatrix, Lányi, Dr.</i>	3	4	Exam	6
Knowledge and Talent Management <i>Gábor Balogh, Dr.</i>	3	4	Exam	6
Advanced Business Simulation <i>Márta Somogyvári, Dr.</i>	3	4	Exam	6
Investment Management <i>Vivien Kleschné Csapi, Dr.</i>	3	4	Exam	6
Negotiations <i>Zsuzsanna Vitai, Dr.</i>	3	4	Term mark	6
Number of credits to be completed				12

D – Thesis development

Course/Professor	Semester	Contact hours/week	Assessment	Credit
Thesis Development <i>Éva Somogyiné Komlósi, Dr.</i>	4	NA**	Term mark	15
Number of credits to be completed				15

Note: Professors responsible for the courses and shown in the chart are not necessarily the ones who teach the courses. Exact information about the teaching persona can be found in your time table.

** The number of contact hours in the case of the Thesis Development course is 4*75 hours/ semester about research methodology with the professor and further at least 3 consultations with your thesis supervisor.

Business elective courses can be replaced with each other in case of failure. If a student fails or does not complete an elective course can decide whether s/he repeats the same course (in case the course is assessed with term mark) or takes the course as an Exam course (in cases the course is assessed with exam) or chooses another available course in the following semester. The point is to complete the required amount of credits of every course category of the sample curriculum.

Your Programme Feedback

How you can feedback to us/How to submit a complaint/request?

If you have a suggestion or a complaint about any aspect, please raise it with the person concerned in the first instance. If you are not satisfied with the outcome you can progress the matter through informal and formal procedures step by step up the management structure of the University of Pécs, Faculty of Business and Economics:

1. Student Voice Leaders
2. Programme Coordinator
3. Programme Director
4. Vice-Dean

You can submit your complaint/request in written format – sending an email or filling the relevant request form – or by person during office hours. The outcome of your complaint/request will be communicated within two weeks in the format the complaint/request was submitted. Request [forms](#) to be found in printed format at the Study Department or on the Faculty's website. <https://ktk.pte.hu/en/students/administration/forms-and-guides> Some types of the different requests can be also submitted online, in Neptun /Administration menupoint.

You can request the following things by submitting the relevant form:

- Individual/special timetable and exam schedule
- Credit accreditation
- Late enrolment
- Late course registration
- Any other issue

Programme Voice Group Meeting

This is a forum where student voice leaders and staff meet to discuss the matters emerging on the Management and Leadership programme. This includes any issues but also deals with future developments and things that are going well. The PVG meeting also looks at student survey results.

The membership of a PVG meeting includes:

- Student voice leaders
- Faculty leadership
- Programme Director
- Programme coordinator and other academic staff involved in the delivery of the programme and/or courses
- International Accreditation and Study Coordinator

- Head of the Study Department
- Head of the International Office
- Representative of the Talent and Competence Development Spot
- Support services representatives (if it is necessary)

The **student voice leaders** are elected by the end of week 2 at the beginning of every academic year to ensure that the interests of students on the programme are represented. They are also responsible for feeding back the outcomes of any meetings or events they attend.

Student voice leaders will be selected, either by election or self-nomination. If you are elected as a student voice leader your role will be to gather the views and opinions of the students you represent, to present these at the meetings you attend and to feed back the results and information to other students following the meeting.

Being a student voice leader can be immensely rewarding. Much of the experience you obtain through being a voice leader can be linked to personal development and employability. The graduate market is very competitive and prospective employers are looking for people who stand out and can demonstrate, with real examples, skills listed in CVs. As a voice leader you get to put skills into action, such as communication, leadership, teamwork, problem-solving and time management.

As well as attending PVG meetings student voice leaders are often asked to give their feedback on other issues relevant to students through focus groups or other committee meetings which are organised on a more ad-hoc basis.

Minutes are recorded of the discussion and decisions of each PVG meeting and these are circulated to members with outcomes via email. The minutes are included with the Programme Monitoring Report. The points raised at the meeting are carefully recorded so action can be taken upon them, and they are available at the Programme Coordinator.

Students receive information on actions arising from PVG meetings via the Student voice leaders.

Meeting Dates: generally, 6th week of each semester.

Student Surveys

Students are required to take part in the course evaluation procedure at the end of every semester through Neptun. This feedback process aims to elicit your views on the quality of all the courses you have taken, and your experience of being a student on your programme of study.

Course evaluation form examines each course in some detail. Programme questionnaires invite comment on your programme in general – it is to be done electronically before the exam periods in Neptun.

You can expect to receive a report on issues that have been identified, and the actions taken upon them from your Student Voice Leader. The report would also describe the measures taken to resolve any problems. All reports will be an item for discussion during PVG meeting and will, where necessary, be reported upon during the annual monitoring process. The whole feedback process will also be

reviewed regularly to ensure that it is effective in helping to provide a good quality experience for students. Questions can be seen in **Appendix 3**.

How we consider your feedback

The feedback you give through your Student Voice Leaders, through surveys and at PVG meetings play an important part in reviewing the Management and Leadership programme during and at the end of the academic year. Some of the changes we have made to the programme have been a result of student feedback.

How your Programme is Quality Assured

You may have not heard the terms 'quality assurance', 'academic quality', 'academic standards' before and now you have you may think they have nothing to do with you, however, these terms are important to you and your programme. The below definitions explain why;

'**Quality**' refers to how well UPFBE support you in your learning and covers the following areas: the teaching, the support available, the resources available, and how you are assessed.

'**Standards**' refers to the level of achievement you need to succeed in your course and get your qualification. Standards should not vary from one higher education provider to another.

Having both quality and standards means that you and everyone else can have confidence in your degree and your education.

Quality assurance is therefore mainly about maintaining standards and ensuring you have the best possible experience at UPFBE. The range of quality assurance processes and procedures includes the following:

- Annual monitoring – How the University reviews how programmes are doing every year.
- External Examining – Independent moderators who help ensure academic standards are being met but are also comparable nationally.
- Student feedback and representation – This includes student surveys, PVG meeting and student representation.

Quality enhancement refers to how universities seek to continually review and improve quality and standards. By getting involved in quality assurance you can help to enhance the programmes we run and also the experience of students.

PART TWO - RESOURCES AND SUPPORT AVAILABLE

Resources

Location of your classes/Study Department/Student Services

Your classes are taking place in the classrooms of the Faculty of Business and Economics and at the neighbouring Faculty of Law (Pécs, Rákóczi Street 80). Classrooms are to be found on the ground, first, third and fourth floors.

All of your businesses in connection to your studies are dealt with the Study Department which is on the first floor – room 135 – together with the International Relations Office and the TalentSpot (please find the detailed information about the services in Your Programme Team chapter).

Library

The Benedek Ferenc Library of the Faculties of Law and Business & Economics as a public library - the information infrastructure of education and research - serves the education and research work of two faculties, the Faculty of Law and the Faculty of Business and Economics, and actively participates in the acquisition of information culture. As a public university library, it collects, catalogues, makes available for consultation and disseminates traditional and electronic versions of national and international literature, and cooperates with other libraries in the systematic management of library information.

Together with the Central Library of UP, it is located in the well-equipped South-Transdanubian Regional Library and Knowledge Centre. In the Knowledge Centre there are several computers for readers and the possibility of both group work and individual research is provided. WiFi is available for registered readers in the whole building. The Library is open 38 hours a week.

The Benedek Ferenc Library is located on the third floor of the Knowledge Centre, where there are about 120,000 documents and ca. 120 journals. English language books, textbooks, academic journals and periodicals in all the fields of law, business and economics can be found there. In the last few years, the collection of the Library increased by about 2,500 items per year. Students are supported by English language assistance. On the 3rd floor, there is a group study room and a seminar room, which can also be used for group study and whose online booking system will soon be available for students.

As the Libraries of the Knowledge Centre integrated their services, the Knowledge Centre operates as a large library and circa 1.3 million items are available for the readers.

Subscribed databases are available for the students and researchers via the university network, some of them contain business and economic content, e-journals and e-books such as Business Source Premier, EconLit, Ideas, JSTOR, Regional Business News, RePEc, ScienceDirect, Scopus, Springer Link and Statista.

Furthermore, the Library has taken up the digitalization of the physical collection so that the documents would be better available and researchable for the readers.

Since 1996, the Library has become the Depository Library of the World Bank, thus providing excellent data and document sources for interested researchers and students.

Joining the Library

Joining the library is bound to registration at its registration desk with an identity card or passport (student status is checked by colleagues using the Neptun code). The Library Card entitles you to use any of the library services.

Reservations and Interlibrary Loans

Books on loan from any of the libraries may be reserved by another borrower and recalled. Books and journals not in stock may be borrowed and ordered electronically from elsewhere.

The European Documentation Centre

The aim of the European Documentation Centre (EDC) is to facilitate research on the European Union. To collect, systematise and make available (partly on loan) literature on European integration for students, academics and researchers in the field of European studies and for interested individuals. The room has access to the Legal Database (Jogkódex) compiled by ORAC (subscribed by the library).

Joining the Library

Joining the library is bound to registration at its registration desk with an identity card or passport (student status is checked by colleagues using the Neptun code). The Library Card entitles you to use any of the library services.

Reservations and Interlibrary Loans

Books on loan from any of the libraries may be reserved by another borrower and recalled. Books and journals not in stock may be borrowed ordered electronically from elsewhere.

IT facilities

The Faculty has three computer rooms with 134 computers for teaching purposes. The campus has full WiFi coverage. Printing and scanning are available at the Student Help Desk operated by the Student Government.

E-mail

Students will be approached frequently via email. For this reason, they are required to make sure that their email address provided in **Neptun** (electronic academic registry system – see below) is always up to date because they will be informed through the system.

Your contact and personal details

You should ensure that we are kept up to date of your contact details to guarantee that all important communication reaches you. In case you wish to modify any of your personal details or availability please contact the Programme Coordinator.

Learning Administration System – Neptun and Moodle

At the beginning of each semester, it is your responsibility to set your status in Neptun as active and to sign up for your courses in the course registration period. Furthermore, in the exam period you have to sign up for each examination date otherwise you will not be allowed to participate in the examination. [Neptun](#) is available from the Faculty's website

Moodle is the unified intranet of the University of Pécs. It functions as the main source of the learning material available for students. [Moodle](#) can be reached from the Faculty's website and it is advisable to be visited regularly to learn all important information but you could also apply reasonable settings to receive notifications.

At the beginning of your studies, you will receive an intensive training program that will provide you with all the information on the options of the intranet. To log into the intranet, you will have to use your Neptun code and password that was provided to you at the beginning of your studies. If you have any difficulties using the intranet, please contact your Programme Coordinator.

Student Support

Student website

For news of events and other student activities students can visit the following platforms:

<https://international.pte.hu/>

<https://ktk.pte.hu/en/students>

<https://www.facebook.com/studybusinesspecs/>

<https://www.facebook.com/universityofpecs>

<https://www.instagram.com/studybusinesspecs/>

<https://www.youtube.com/channel/UCr8ACcPo8JtRN3P3u1fHHg>

<https://www.tiktok.com/@pecsiko zgaz>

<https://www.linkedin.com/school/university-of-pecs-faculty-of-business-and-economics/>

Administrative and Service staff

Students can easily reach different kinds of support either on campus or at the different departments of the UP. Please see the chart below.

Field of responsibility	Name	Extension	Location	E-mail
Programme Coordinator: Academic Support, Study Counselling, Study Transferring	Edina Hamar	23166	B135	hamar.edina@ktk.pte.hu
International Accreditation Coordinator, Double Degree Programmes	Lívía K. Tóth	23135	B243	toth.livia@ktk.pte.hu
International Relations Manager	Eszter Rozs	23160	B131	rozs.eszter@ktk.pte.hu
Exchange Programmes Coordinator	Réka Battyáni	23165	B131	mailto:battyani.reka@ktk.pte.hu

Admission Coordinator	Mária Vivien Lajos	23160	B131	lajos.maria@ktk.pte.hu
Head of Technical Support	Tibor Fehér	23154	B135	feher.tibor@pte.hu
Webmaster, Online Support	József Varga	23344	B135	okiteki@ktk.pte.hu
Technical Support	Gábor Lovas	23364	B135	okiteki@ktk.pte.hu
Neptun Support	Tamás Gáspár / Balázs Pap	23334	B135	gaspar.tamas@ktk.pte.hu
Financial, Health Insurance, Student Card, Travel Discount Support	Central Registrar's Office, Customer Service	22545	Dohány Street 1-3, basement	infokti@ktk.pte.hu
Stipendium Hungaricum Scholarship Student Support	Áron Bánáti	18525	Rector's Office, Vasvári Pál Street 4	banati.aron@pte.hu
Internship Coordinator, Employability Service, Coaching, Talent Spot	Ildikó Hargitai	23366	B129	hargitai.ildiko@ktk.pte.hu
Head of Secretariat	Andrea Parag	23281	B410	parag.andrea@ktk.pte.hu
Library Support	Balázs Arató		Centre of Knowledge, Universitas Street 2, 3 rd floor	arato.balazs@lib.pte.hu
Disability Support	Csaba Magdali	24018	Faculty of Science and Humanities, building A, office 130	magdali.csaba@pte.hu

Student Government

The Student Government has the main purpose of making the students' life easier and more colourful at the University. It operates with five members, whose main tasks are the advocacy of students in different committees, cooperation with the Study Department, information transfer, keeping in touch with the Student Organizations, and organizing programmes.

Our students can rely on the Government if they have any affairs regarding their studies or the university processes.

Our traditional events – besides offering joyful moments – are attempting to create a special atmosphere that makes students become a great community.

The activity of the Government are opened to the public, anyone who is interested, has some motivation to help them occasionally, or has any questions, should feel free to contact them by person or by email: <http://pteehok.hu/en>.

PART THREE - UNIVERSITY POLICIES YOU SHOULD KNOW

Programme Regulations

The regulations of the Management and Leadership programme can be read in this Student Handbook and also in Annex 7 of [Codes of Regulation and Examination of UP](#).

Academic Misconduct

Plagiarism is the presentation by a student, as his or her own work, of a body of material (written, visual or oral) which is wholly or partly the work of another. In fact, plagiarism extends to cover one's own work previously assessed or published which is also required to be properly referenced.

Taking unfair advantage over other authors, students or oneself in this way is considered by the University of Pécs, Faculty of Business and Economics, to be a serious offence. The University of Pécs, Faculty of Business and Economics, will take serious action against any student who plagiarises whether through negligence, foolishness or deliberate intent. Make sure written material, ideas, theories, formulae, etc. are acknowledged using quotation marks, references and bibliographies. Information on the correct way of acknowledging work from other sources is available from <https://ktk.pte.hu/en/students/studies/master-programmes/thesis> under „Sample - thesis”. . Academic misconduct also covers cheating in examinations.

Plagiarism – in more details – is taking someone else's work or ideas and passing them off as your own. Remember plagiarism isn't just restricted to essays or reports it can also happen with visual work as well. It includes among others:

- **Copying: verbatim (word for word) quotation without clear acknowledgement**
 - Submission of someone else's entire work as your own. The original work could be, e.g. from the internet, a classmate, or a student in the previous year.
 - No quotation marks are used to identify direct quotes in the text, and full referencing of the cited sources is missing.
- **Paraphrasing: restatement (citation by content) without clear acknowledgement**
 - Paraphrasing or synthesising material from a book, journal article or internet site without acknowledging the source in the text.
 - Only altering a few key words, inserting a few new words in the text, and/or rearranging the order of words or sentences is plagiarism.
- **Patchwork writing or Patchwriting**
 - Composing a paragraph by joining together sentences from a number of sources that are poorly paraphrased or cited improperly. This kind of patchwork paper does not demonstrate critical thinking at all.
- **Self-plagiarism**
 - Using your own previous work in another assignment without acknowledging it.

- AI-Based Paraphrasing Tools to Avoid Plagiarism
 - Using an AI-based text generator to synthesize a specific topic and submit it as one's work, using easy-to-use paraphrasing resources to assist a student in rewriting (e.g. plagiarism removal software), or using translation software to translate a material written in languages other than English and submitting the English translated material as the student's original work is considered severe cases of plagiarism.

In the case of plagiarism, the student will have to face the Ethical Committee of the University and bear the consequences of their deed.

If you have any questions regarding plagiarism or academic misconduct, then please contact the Programme Director.

Detecting plagiarism

A plagiarism check for each submitted thesis and written assignment is conducted in the programme. Checking plagiarism for thesis is the programme management's responsibility, while the checking of any other submitted written materials is the responsibility of the professors. For this purpose, the **Turn-It-in software** is available for both the programme management and for all teaching staff members.

Appeals

Students can appeal against assessment board decisions and the outcome of academic misconduct cases. The University of Pécs [Regulations for Appeals](#) are available online.

The terminology may not be familiar in all cases as it refers to University of Pécs staff and committees. If you are involved in any action under these regulations and do not understand the process involved, please contact the Programme Director.

Complaints

The complaints procedures of the Management and Leadership programme must be followed.

Research Ethics

Principles of ethical research should be taken into consideration at every activity carried out during your studies. Some important principles of research ethics are include:

1. Primary concern must be given to the **safety, welfare and dignity** of participants, researchers, colleagues, the environment and the wider community
2. Consideration of **risks** should be undertaken before research commences with the aim of minimising risks to those involved.
3. Respect for the **privacy, confidentiality and anonymity** of participants

4. Consideration of the rights of **people who may be vulnerable** (by virtue of perceived or actual differences in their social status, ethnic origin, gender, mental capacities, or other such characteristics) who may be less competent or able to refuse to give consent to participate
5. Researchers have a responsibility to the general public and to their profession; as such they should balance the anticipated benefits of their research against **potential harm, misuse or abuse** which must be avoided
6. Researchers must demonstrate the highest standards of **ethical conduct and research integrity**. They must work within the limits of their skills, training and experience, and refrain from exploitation, dishonesty, plagiarism, infringement of intellectual property rights and the fabrication of research results. They should declare any actual or potential conflicts of interest, and where necessary take steps to resolve them.
7. Research should **not involve any illegal activity**, and researchers must comply with all relevant laws

All students completing a thesis or independent project will be required to undertake an ethical review process.

Learning, Teaching and Assessment

The learning, teaching and assessment approaches used throughout your programme will encourage you to be actively involved in your learning and to co-operate with other students. We aim to give prompt feedback on your learning as well as opportunities to reflect upon and learn from that feedback.

Learning and teaching methods

You will be actively involved in a range of learning, teaching and assessment approaches as part of your MSc Management and Leadership study programme. Such active learning approaches aim to put you at the centre of your learning, so you are involved and engaged in all aspects of your learning and its assessment. Your programme will require your active participation in learning activities and engagement with your fellow students both individually and collaboratively, working and learning with other students as part of a small group. Learning activities may also occur both within and outside the classroom.

Your learning will also be supported by technology. Your tutors will be increasingly using existing and emerging learning technologies to engage you in e-learning activities. Your programme will be facilitated using a variety of media and online tools (podcasts, wikis, etc.) which will allow you flexible access to a diverse range of online resources, quizzes and learning materials as well as collaborative tools with which you can engage and learn with your peers. Not confined by time and space you will be able to take part in online discussions and learning activities from wherever you are studying. Your tutors will provide any support you may need whilst learning online.

By engaging with e-learning you will also be developing skills which are essential for your learning and are also highly valued by employers. These include but are not limited to: working flexibly, communication, understanding of IT, team working and creating shared understandings based on quality resources and access to global expertise.

Assessment methods

Assessment is an integral part of learning and you may hear it referred to as formative or summative.

Formative assessment is developmental in nature and is designed to give feedback to students on their performance and how it can be improved therefore you will not receive a grade for formative assessment. Formative assessment is an important part of the learning process and has been shown to contribute to the enhancement of learning and raising of standards. **Summative assessment** is designed to measure the extent to which you have achieved the intended learning outcomes of a course and therefore the appropriate grade to be awarded. The summative component of an assessment task is designed to measure achievement of a learning outcome. Summative assessment should assess achievement of all learning outcomes in a secure, fair and accurate manner.

Assessment may also involve **self, peer or group approaches**. For example, you may be asked to self-assess your own work indicating where you feel you have clearly demonstrated your understanding and also identifying areas where you can see you have room to improve. Assessment may also be a peer process where students, individually or as groups, offer feedback on one another's work. **Group assessment** may also be part of your programme. This part of the assessment requires you to demonstrate your ability to work as part of a group and possibly receive a group mark.

Please see the assessment schedule in **Appendix 2**.

Submission and receipt of coursework

Submission of coursework should be done upon the request of the professor: either in print or in electronic format or in both formats. If a student is explicitly asked to hand in coursework electronically then s/he has to do so. An electronic receipt, however, is at the discretion of the professor and may not be available.

Exams

Final and Exam course examinations are held only in the exam periods – December/January, and May/June. The dates of the exams are determined by the Study Department which announces them one month before the date of the first exam. The dates of the Midterm examinations are determined by the professors.

Deferral of assessment

Deferral of assessment can be requested only because of medical reasons (illness, accident). You have to prove with an official medical certificate if you were unable to participate in an examination otherwise there will not be a possibility for replacement. In the final examination period exams can be

taken only in the appointed times. There is no possibility to organize final exams individually and outside the schedule.

Extenuating Circumstances

With extenuating circumstances (payment deferral, credit transfer, sport activity, work placement, absence, etc.) you have to contact the Programme Coordinator first and ask about your duties.

Assessment results

The minimum **pass mark** for each course is grade 2 (pass).

In case of courses assessed with exam (see *Your Courses tables on p.15*), a pass grade can be achieved if a student achieves

- more than 50% from the 100% of the total marks obtainable *and*
- passes the final exam *and*
- passes every assessment element that has a 40% or higher weight in the assessment structure *and*
- achieves more than 50% on the total of the course-work elements.

Should the student fail at the first attempt, one retake opportunity is available in case of the final exam. The same rule applies to each assessment element that on its own has a 40% or higher weight in the assessment structure.

In case of courses assessed with term mark (see *Your Courses tables p.15*) a pass grade can be achieved if a student achieves

- more than 50% from the 100% of the total marks obtainable *and*
- passes every assessment element that has a 40% or higher weight in the assessment structure.

Assignments will be marked using the following five-point marking scale shown below – 5 being the best and 1 being the worst. There is no opportunity for improver/correctional exam.

GRADE	DESCRIPTION	PERCENTAGE
5	Excellent	88.01-100
4	Good	75.01-88
3	Fair	60.01-75
2	Pass	50.01-60
1	Fail	0-50

Re-assessment

In case of courses assessed with exam (see *Your Courses tables* p. 15) the completion of the course is unsuccessful if the student fails to achieve

- more than 50% from the 100% of the total marks obtainable *or*
- fails the final exam *or*
- any assessment element that has a 40% or higher weight in the assessment structure *or*
- *fails to* achieve more than 50% on the total of the course-work elements.

Students who failed will be allowed one attempt to **retake** the final exam and/or the midterm exam and/or any assessment element that has at least 40% weight in the final grade. In case of any other assessment components, it is the professor's discretion whether a retake opportunity will be provided or not. The same grading scale applies in the case of the retake exams as in the case of final exams.

Should the student fail to pass the course after the resit/resubmission, the student will be allowed to participate in an **Exam Course** for this course for which they have to register to in one of the following semesters. Taking an Exam Course, the student must complete a single exam that will represent 100% of the grade of the course. Again, the same grading scale applies.

In case of courses assessed with term mark (see *Your Courses tables* starting on p. 22) the completion of the course is unsuccessful if the student

- fails to achieve more than 50% from the 100% of the total marks obtainable *and*
- fails any assessment element that has a 40% or higher weight in the assessment structure.

Retake exam

A retake exam holds two purposes; it can be taken in case of a failed final exam, in order to pass the particular course or after a successful final exam with the intention of improving the achieved grade. For the calculation of the final grade the second result will be considered in both cases.

Students who failed will be allowed one attempt to retake the assessment element that has at least 40% weight in the final grade. In case of any other assessment components, it is the professor's discretion whether a retake opportunity will be provided or not. The same grading scale applies in the case of the retake of the element as in the case of first attempt.

Should the student fail to pass the course after the retake/resubmission, the student will receive a class rejected and has to register the course in one of the next academic years (or in case of general electives the student can opt to register to another general elective course instead in the next semesters).

Number of exams

A student will be allowed to participate in a **maximum of six** exam occasions for each course throughout their studies, if they do not default on passing the minimum number of courses at the end

of semester 2nd (see below). Should the student fail six times from the same course, the student will be made to withdraw from the programme.

Class participation/Absence

If the course syllabi require the student to participate a certain number of classes, the student must bear in mind that missing more classes than the permissible level can result in being forbidden to participate the final exam. Should the student face such situation, s/he will have to retake the whole course when available.

Credit Minimum Criterion

According to the Code of Studies and Examination enrolled students are obliged to complete the two-thirds of the attainable credit amount (60) – including core and elective courses - by the end of the second (40 out of 60 credits) and fourth (80 out of 120 credits) semesters otherwise they will be excluded from the study programme.

Marking and External moderation

All assessment is sent to the External Examiner after the Faculty's Department has accepted it, with all the coursework set for the students. After each semester there will be two moderations, internal by a UPFBE faculty member and external by the External Examiner. The decision of the External Examiner on a specific mark is final till the Assessment Board's decision.

All courses are overseen by both the Internal and the External Examiner, especially those courses in which the assessment grade is derived from a combination of coursework and examination. Special attention is paid to all borderline and fail candidates.

Assignments

Students will generally be required to submit assignments in the courses that should be completed by the deadlines set. Individual progress will be monitored utilizing these assignments and/or class participation. The precise terms of reference, including deadlines and word limits, for an assignment must be observed otherwise marks may be deducted. The pattern of assignments and assessment will be given at the start of the course.

Please ensure that you are familiar with these requirements. Please note that if your performance is likely to be adversely affected by personal circumstances, the facts must be drawn to the attention of the Head of the Study Department in writing, with supporting evidence, **two weeks before** the due dates.

Assignments are designed to test the participant's individual ability. While co-operation and discussion with others may be useful and desirable, participants are reminded that copying and collusion are breaches of examination regulations.

All material from other sources must be acknowledged.

Return of coursework

Coursework will not normally be returned to the students, but it has to be filed for two years according to law. If a student explicitly needs a piece of coursework for any reason s/he has to produce it in more copies than one. The Study Department has no right to give coursework back.

Assessment Feedback

Feedback on your assessment (both formative and summative) provides the opportunity for you to receive reflection on your work and to use this feedback as the basis for learning and improvement.

Feedback can take many forms, and may be informal, for example, it may be offered and discussed in classroom sessions either collectively or individually. It may also be more formal and delivered, for example, in written or oral form from peers or academic staff. Understanding your feedback is very important and to achieve this you are encouraged to discuss feedback with your peers and academic staff.

Receiving feedback on your work is an essential and important part of your learning and therefore all programmes provide regular opportunities for formative assessment, the purpose of which is to get just detailed feedback (rather than marks) on your performance so that you can get a regular update on how you are developing and to prepare you for any summative assessment (summative assessment counts towards your final grade).

Feedback on summative assessment will be offered in a variety of forms and all work will be marked and moderated in line with the regulations of the Student Handbook.

You will normally be provided with feedback within 3 working days of the published submission date.

Progressing on your programme

Your credits

When calculating your average the weight of the different courses is depending on their credit value. Courses are rated with 9/6 ECTS credit point on the accumulative credit scheme. Upon successful completion of the Programme students will earn maximum 120 credit points but the number of attainable credits of the the different course categories (A, B1, B2, C, D) is determined, see *Your Courses p. 15*.

Your progression

After your exams your results will be recorded in Neptun. It is important to know that these results must be considered and confirmed by the Assessment Board. The Assessment Board consists of the following members: UP professors, External Examiners, Programme Director. If you have successfully

completed your assessment you will be able to progress to the next year or graduate. Once the Assessment Board has met you will be able to view your results and progression status in the official board scripts at the Study Department.

The Assessment Board can determine the following progression categories:

1. Pass Proceed – the student completed all the courses that are prescribed in the sample curriculum for the particular year
2. Exam Course – the student has some incomplete course(s)
3. Excluded – the student could not complete the minimum credit criterion therefore they have to be dismissed
4. Withdrawn/Passive – the student suspended their studies by their own will
5. Pending – the decision on the progression cannot take place yet because of missing grades (study abroad)

It is important to know that you can continuously monitor your academic progress yourself using the Advancement menu point in Neptun.

Thesis

The overall objective of the thesis is to reinforce the student's learning by requiring that experience be brought to bear upon a real-life business problem. Topics for the thesis can be freely selected by the students through Neptun during a given period. The range of problems that may be addressed is extensive. **Thesis Development** course is designed to give an insight into the problems businesses face and to provide students with the necessary tools to resolve these problems. Thesis Development course is an independent course in which students work towards their thesis. The calculation scheme of the marks of the course can be read in the course syllabus. More information on [thesis](#) writing can be found on the School's website.

Thesis topic and supervisor selection and the process of thesis submission and evaluation

Students' thesis topic and supervisor selection and the process of thesis submission consist of the following steps:

1. Students choose their topic and the related supervisor from a list in Neptun one semester before the submission of their thesis.
2. The supervisor confirms the selected topic by the end of the selection period.
3. Students have the right to change the confirmed topic and choose another one but they have to request that from their Programme Coordinator. Changing the topic is possible only 3 months before the deadline of thesis submission.
4. Students can carry on with their work throughout the academic year: research, consultation, submission of research proposal and one chapter of the thesis. They have to work in tight cooperation with their supervisor. They have to consult them at least 3 times/ semester.

5. The thesis has to be submitted – till a given deadline - and will be evaluated in Neptun by the supervisor and by an opponent – referees – suggested by the supervisor. Both referees' judgement has the same weight therefore if both give grade 1 (fail) for the Thesis then the student is not allowed to defend the work and has to rewrite it. If one of the referees gives a grade 1 (fail) and the other gives a grade 2 (pass) or better, then the thesis must be seen by a third referee. The student can defend the thesis only if the third referee gives a grade 2 (pass) or better. In this case, the third referee's grade steps into the place of grade 1 given by the previous referee. Thesis Evaluation Form can be seen in **Appendix 4**.
6. Your Thesis Development grade will be determined by your supervisor and includes the evaluation of the consultation activity and the submitted thesis.

Final Examination – Thesis Defence

The Final Examination – Thesis Defence consists of the oral defence of the Thesis. Moreover, students must prove their general knowledge and preparation in the topic(s) associated with the Thesis. The due date of the thesis is the end of the 4th semester. The oral defence will take place at the end of the 4th semester.

Defence procedure

Detailed information for the defence [procedure](#) is available on the Faculty's website. Students get informed about the exact schedule of the defence two weeks before the event. The schedule will be sent out through Neptun to those who registered for the defence during the given period. At the defence students will be asked two questions by the committee in connection with the topic of their theses. In addition to that students must prepare a 10-minutes long presentation about their thesis. The defence is about 20 – 25 minutes long per student. If the thesis is confidential only the supervisor, the committee and the student can be present at the defence. The result of the defence and qualification is calculated according to the calculation scheme below:

Weighted grand avg*3 +result of the defence (thesis grades + oral defence)/4.

The announcement of the results will be right after the defence.

Your achievement/Certificates

After successfully completing the final examination, a Certificate (Degree) in Management and Leadership is issued by the UPFBE. The qualification of the Certificate (Degree) is determined by the weighted average mark of all credited courses, the thesis and the final examination. The qualification of the Certificate (Degree) is based on the average mark as follows:

5.00	Distinction
4.51-4.99	Excellent
3.51-4.50	Good
3.00-3.50	Fair

Certificates

When you graduate, your final qualification certificate will be issued by the UP and will have the details of your qualification. Your UP degree can be taken over at the graduation ceremony that is to be held two times/academic year, in February and in June.

Diploma supplement

All students are issued with a diploma supplement. Your diploma supplement will include the courses you have taken with grades achieved and state your qualification with the classification and title. Furthermore it contains information on the nature, level, context, content and status of the studies undertaken and successfully completed. Diploma supplements are intended to help external parties such as current or future employers or other Higher Education providers understand more about your Program in addition to your grades.

Health and Safety

Students are expected to behave according to general Faculty regulations and not endanger their own or anybody else's health and safety. Students are liable for any damage that is caused by them to anyone else on the premises. Please find more information about health services on the following links:

[Healthcare: https://adminisztracio.pte.hu/english/health_services](https://adminisztracio.pte.hu/english/health_services)

[Psychological support: http://counselling.pte.hu/](http://counselling.pte.hu/)

APPENDIX 1: PROGRAMME LEARNING OUTCOMES AND COURSE RELATION

Course type	Semester	Course	Programme learning outcomes								
			PILO1	PILO2	PILO3	PILO4	PILO5	PILO6	PILO7	PILO8	
Core course	1	Leadership & Advanced Organizational Behaviour	x		x		x		x	x	
		Strategic Marketing		x	x		x	x	x		
		Applied Statistics and Econometrics				x	x		x	x	
		Economics	x		x		x		x		
	2	Strategic & Quality Management	x	x	x	x	x	x			
		Business Analysis and Valuation				x				x	
		Project Management	x	x	x	x	x	x		x	
		Business Intelligence	x		x	x	x	x	x	x	
	3	Advanced Communication for Leaders		x		x		x	x	x	
		Production and Process Management	x			x	x		x		
		Business Ethics and CSR	x	x	x	x	x			x	
	4	Change Management & Business Consulting		x	x	x	x	x	x		
		Sustainable HR	x	x			x			x	
		Thesis development	x		x	x	x		x	x	
	Business elective	3	Services Marketing and Management	x	x	x	x	x		x	
			Knowledge and Talent Management	x	x	x	x	x	x	x	x
Advanced Business Simulation			x	x	x		x			x	
Investment Management					x	x			x	x	
Negotiations			x	x		x	x	x	x		

APPENDIX 2: ASSESSMENT SCHEDULE

			Assessment Schedule (time of the particular assessment element during the semester)														
Course type	Semester	Course	Midterm exam	Final exam	Solved exercises	Homework	Written assignment	Online quiz (self paced)	Quiz in the classroom	Case studies	Group work	Group work presentation	Presentation	Project work	Learning diary	Simulations	
Core course	1	Leadership & Advanced Organizational Behaviour													week14	week6, 12, 14	
		Strategic Marketing		exam period						w6,11	every week		w12			w9-12	
		Applied Statistics and Econometrics	week 7	exam period					10 weeks								
		Economics						every week				every week					w6,8,11,13
	2	Strategic & Quality Management		exam period								week 6,7					week 1-5, 9-13
		Business Analysis and Valuation		exam period	week 5			exam period									
		Project Management				10 weeks									week 4, 8, 12		
		Business Intelligence	week 9	exam period	12 weeks	12 weeks			12 weeks		12 weeks	12 weeks					
	3	Advanced Communication for Leaders			12 weeks	5 weeks		3 weeks			3 weeks	6 weeks	1 week			12 weeks	
		Production and Process Management	week 7	exam period									week 1-13				week 9
		Business Ethics and CSR				12 weeks					week 2,5,7	10 weeks	week 12 (last week)	10 weeks			week 3,5
	4	Change Management & Business Consulting		exam period							1-12 week	1-12 weeks (case studies)					
		Sustainable HR		exam period									week 13)			week 13	
		Thesis development						week 2	week 2						week 13		
Elective	3	Services Marketing and Management		exam period				every week		week 8 & 11	every week						
		Knowledge and Talent Management		exam period		week 4	4 weeks			4 weeks	12 weeks	12 weeks		week 12			
		Advanced Business Simulation				week 2-4										13 weeks	
		Investment Management		exam period					every week								
		Negotiations	week 5 - week 10										week 14				

APPENDIX 3: COURSE EVALUATION FORM

Approximately how many per cent of the classes did you visit? (radiobox, answer is compulsory)

less than 25%

25%-50%

51%-75%

more than 75%

Evaluation of the course (1 = very bad; 5 = excellent) (radiobox, answer is compulsory)

	1	2	3	4	5	I do not know / I do not want to answer	Remark (non-compulsory)
Course content *							
Information of syllabus and requirements							
Comprehensibility of teaching material							
Accessibility of teaching material							
Matching of teaching material and syllabus							
Structure of classes							
Active student participation was possible in the classes							
Classes assisted the successful acquisition of the teaching material							
In-semester activity expected from the students assisted the acquisition of the teaching material							
Manageability of in-semester workload expected from the students							
Helpfulness of feedbacks given to work by students							
How interesting was the course?							
On the whole, how much were you satisfied with the course?							

* Capacity of the course to share general social or economic attitude, enlargement of horizon, theoretical foundation and /or practice-orientation.

Strengths of the course: (text, answer is not compulsory)

Weaknesses of the course: (text, answer is not compulsory)

Evaluation of lecturer(s) (to be filled out separately for each lecturer of the course)

Did you participate in at least one of the classes held by the lecturer above? (radiobox, filling out is compulsory)

yes

no

(If yes: questions concerning the lecturer show up. If no, the only question below shows up:)

What is the reason for your not participating in the classes held by the lecturer above? (one of the two options must be specified)

..... (text)

OR

I do not want to answer

(The questions below will show up if the student said yes for the participation)

The lecturer is (1 = very bad; 5 = excellent) (radiobox, answer is compulsory)

	1	2	3	4	5	I do not know / I do not want to answer	Remark (non-compulsory)
Competence							
Way of presentation							
Comprehensibility							
Helpfulness							
Consistency							
Accessibility (personally or online)							
Contact with the students							

Strengths of the lecturer: (text, answer is not compulsory)

Things the lecturer could develop in: (text, answer is not compulsory)

APPENDIX 4: THESIS EVALUATION FORM

THESIS REPORT

Criteria for Evaluation	Scale of points	Points given
1. Topic quality	0-12 points	-
a. No real business issue addressed	0 point	-
b. Topic only marginally relevant, aims and objectives not addressed at all	1-4 points	-
c. Relevant topic but not addressed properly	5-8 points	-
d. Relevant topic, aims and objectives addressed properly	9-12 points	-
2. Literature survey: demonstration of theoretical knowledge	0-8 points	
a. No theoretical basis, no literature survey	0 point	-
b. Weak theoretical basis, relevant literature missing	1-3 points	-
c. Good theoretical basis but relevant literature missing	4-5 points	-
d. Excellent theoretical basis, relevant up-to-date literature survey	6-8 points	-
3. Use and description of research methods	0-8 points	
a. No description at all	0 point	-
b. Poor description, not adequately supported	1-3 points	-
c. Good description, only partially supported	4-6 points	-
d. Clear description, well supported	7-8 points	-
4. Description of sources of data, method of collection, analysis	0-12 points	
a. Description missing, no proper analysis	0 point	-
b. Thesis based only on secondary data, data only partially analysed	1-4 points	-
c. Use of both primary and secondary research, but data collection not well organised and/or only partially analysed	5-8 points	-
d. Clear description of all sources, well organised data collection, proper in-depth analysis	9-12 points	-
5. Presentation and discussion of research findings and implementation plan	0-18 points	
a. Poor presentation and discussion, no managerial relevance and/or recommended implementation plan	0 point	-
b. Some evidence of presentation or discussion skills but evaluation lacks depth, some managerial relevance and/or implementation plan	1-6 points	-
c. Good presentation and discussion, managerial relevance and implementation plan offered but some points missing	7-12 points	-
d. High level of presentation and discussion, clear managerial relevance, detailed and well-grounded implementation plan	13-18 points	-
6. Structure of thesis	0-12 points	
a. Unclear and weak structure	0 point	-
b. Some parts clear but thesis lacks overall coherency	1-4 points	-
c. Adequate structure but some parts not coherent	5-8 points	-
d. Clear and coherent throughout	9-12 points	-
7. Quality and style of writing	0-10 points	
a. Poor use of English, frequent grammatical mistakes, inadequate grasp of style	0 point	-
b. Generally correct use of vocabulary but clumsy wording, several grammatical mistakes; reasonable grasp of style	1-3 points	-
c. Mostly accurate English, correct choice of vocabulary, good awareness of style	4-6 points	-
d. Excellent command of English, correct use of register and vocabulary	7-10 points	-

8. Format, citation and referencing, bibliography and appendix / appendices	0-10 points	
a. One or all of the following missing: citations and references in the text, bibliography: *Thesis has to be rejected with grade 1	*0	-
b. Bibliography present but not all references indicated in it; appendix / appendices inappropriate or even inadequate	1-4 points	-
c. Bibliography present, includes all references but appendix / appendices not clear or even partially inaccurate	5-8 points	-
d. All references in the text appear in the bibliography, well-structured and well-presented appendix / appendices	9-10 points	-
9. Overall opinion	0-10 points	
Please indicate your overall opinion of thesis on a 10-point scale, where 10 means 'excellent' and 1 means 'very poor'.		-
Total points	0-100 points	

Grading system: 0-50 fail (1), 51-60 pass (2), 61-74 fair (3), 75-87 good (4), 88-100 excellent (5)

Remarks (if the grade is fair or below remarks are compulsory):