



Sulkhani-Saba Orbeliani
UNIVERSITY

**Education Programs Catalog
2023-2024 Academic Year**

**Georgia, Tbilisi
2023 year**

General Information:

- **Name:** Sulkhan-Saba Orbeliani University
- **Type:** University
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Bachelor programs

Name of the program: Business Administration

Qualification to be awarded: Bachelor of Business Administration in Management

Higher Education Stage: Bachelor

Language: Georgian with English teaching components

Goal of the Program

The goal of the program of bachelor of business administration is to:

- Train qualified, competitive, meeting the demand of the labor market specialists with European values in Bachelor of Business Administration in management, who will have the competencies of scientific, theoretical and methodological analyzes in economical, business, management, finance and marketing fields.
- The graduate will be able to practice the knowledge gained through the interconnection of different disciplines. Making correct and rational decisions in a multicultural environment;
- The graduate will gain the ability to formulate reasonable conclusions based on knowledge and share them with the academic or professional community through the received knowledge by interconnection of different disciplines.
- Develop the ability to conduct studying independently and conduct initial research, as well as to enable graduates to express their professional interests and improve their knowledge at a higher level of education;
- Develop the ability to form and defend professional-ethical values.

Learning Outcomes

Knowledge and Understanding

The undergraduate will know / be aware of:

- (A) Understand the scientific, theoretical and methodological basics of various disciplines;
 - Fundamental theories and principles of economics;

	<ul style="list-style-type: none"> • basic principles of business functionality (general, strategic, operational and innovative management, project and human resource management, marketing and financial accounting), and management; • issues related to company operations and maneuvering strategies in a local and global business environment
Skills	<p>The undergraduate will know / be aware of:</p> <p>(A) Process relevant statistical and financial information when analyzing business processes in the local and international market and working on strategic plans, carry out research work and implement practical project individually and in group;</p> <p>(B) Analyze the external and internal business environment, competitiveness, strategy, formulate reasoned conclusions and give recommendations through SWOT analysis, statistical information analysis, and other standard and / or distinguished methods and on this basis, submit oral and written reports to the academic and professional circles in Georgian and English languages;</p> <p>(C) Consistently and multilaterally evaluate his own learning process and identify further learning needs; develop knowledge independently using literature, identify research methods and work on a bachelor project;</p>
Responsibility and Autonomy	<p>(D) Analyze the social responsibility of the business, and the need to conduct it in a civilized manner; participate in the formation of organizational, ethical and social norms.</p>

Programme Volume with Credits

240 ECTS (8 semesters. One semester covers 20 weeks. One academic year consists of 2 semesters and includes an average of 60 ECTS credits, depending on the features of the educational program and / or the student's individual curriculum, the number of credits per year may be less than 60 or more, but not more than 75 (One credit = 25 astronomical hours).

Field of Employment

The undergraduate can be employed as a lower and / or intermediate level manager in both public and private Georgian and foreign companies, effectively carry out professional, as well as organizational-managerial, administrative-economic, information-analytical, entrepreneurial, etc. activities, where a Bachelor of Business Administration degree in Management is required /sufficient. The undergraduates can also be employed: in case of study of additional tourism specialization program – in both Georgian and foreign travel companies, in public and commercial sectors of tourism organizations, resort units and / or others; In case of study of additional specialization program of international relations - in the Ministry of Foreign Affairs, in international organizations, mass media, libraries, various short and long-term projects, etc.; In case of study of additional theology program - public and private institutions, governmental and non-governmental organizations, mass media, religious organizations, publishing and scientific- research institutions and / or others.

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Name of the program: Tourism

Qualification to be awarded: Bachelor of Tourism

Higher Education Stage: Bachelor

Language: Georgian

Goal of the Program

By Major:

- Knowledge and understanding of key principles of the tourism sector and complex issues of economics, business, management, and marketing design;
- Knowledge of mechanisms Management and regulation of tourism activities, complex issues of tourism policy and its sustainability; tools for the development of tourism as a global social phenomenon, environmental protection and sustainable tourism;
- Understanding Various current issues in the tourism sector in accordance with the minimum guidelines, opportunities to apply theoretical knowledge in practice, perform research work and/or implement a project of a practical nature.
- Adherence to professional and ethical norms; taking into account ethnic, cultural, social, etc. values

Learning Outcomes

Knowledge and Understanding

Learning outcomes

The graduate:

(A) Describes: the essential factors of management of tourism and related fields, theories, Concepts, the sky discusses the latest aspects of tourism; basic tools of tourism policy, sustainable tourism development; modern methods of quantitative and statistical analysis of the field of tourism; Tu what peculiarities of the operation of tourist enterprises in the market;

Skill

Responsibility and Autonomy	<p>(B) reveals and evaluates the potential of tourist-recreational resources and identifies its qualitative characteristics; as well as demonstrating knowledge of the wise use of resources in the tourism business, the principles of project planning and implementation, the ecotourism aspects of environmental protection and its sustainability, the operational management of hotels and other accommodation facilities using communication and information technologies;</p> <p>(C) Analyzes the problems arising in tourism activities, identifies the problems facing the tourism organization and formulates recommendations for solutions using standard and outstanding latest methods in accordance with predetermined guidelines;</p> <p>(D) Discusses the regularity and interrelationship of current events and processes in the field of tourism business, factors affecting the activity of the tourism company; makes independent, creative use of modern information and communication technologies;</p> <p>(E) In accordance with the supervisor's recommendations, he implements the application of theoretical knowledge in practice, performing research works in the tourism sector and/or implementing a practical project;</p> <p>(F) Discusses the need for further study and direction, Identifying the needs of improving knowledge, continuing studies at the next levels of higher education, various programs of qualification improvement. Takes care of continuous improvement of own and others competences, including in multicultural environment of cultures and generations on the approach By protecting professional, ethical, social and democratic values.</p>
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Programme Volume with Credits

240 ECTS (8 semesters. Duration of one semester is 18 weeks. One academic year includes two semesters and covers 60 ECTS on average. Considering specifics of educational programme and/or student's individual learning programme, number of accrued credits per year may be more or less than 60 but no more than 75 (1 credit = 25 hrs)

Field of Employment

The graduate can be employed in private and public sectors of tourism business field, Georgian and foreign travel companies on positions for which Bachelor's Degree in Business Administration in Tourism is required/sufficient. Additionally, the graduate can be employed: in case of taking additional program of management – in administrative, general services, informational, etc. units of Georgian and foreign companies, firms and enterprises; In case of taking foreign relations additional program – in the Ministry of Foreign Affairs, mass media, publishing houses, diverse short and long-term projects, etc; in case of taking additional program of theology – public and private sector institutions, governmental and non-governmental organizations, mass media, religious organizations, publishing and scientific research institutions and/or others.

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Name of the Program:Theology

Qualification to be Awarded: Bachelor of Arts (BA) - Theology

Higher Education Stage: Bachelor

Language:Georgian

Goal of the Program

According to the main specialty:

- (A) The contextual knowledge of the Old and New Testaments and their definitions;
- (B) The history of the church of the early, middle, old and new periods, the history of church of Georgia, church law, sacramentology, patristic literature, Christian church art;
- (C) Dogmatic doctrine of church and fundamental theology, Christian ethics, history of ancient, medieval, new and modern philosophy, general knowledge on the history of world religions, an introduction to Islamic science;
- (D) Perform small-scale research on various topical issues of theology according to the supervisor's instruction, possibility to work on Theological problems and contemporary issues, further development and deepening of knowledge
- (E) Respect for various religions and religious traditions.

Learning Outcomes

Knowledge and Understanding

The graduate will know/understand:

- (A) Essential, doctrinal unity of Scripture, its aspects of providence and soteriology and history of formation; he/she will be able to specify the historical and cultural context of Scripture; Will see the dogmatic notion of the New

	<p>Testament; Learn about the specifics of the exegetical traditional schools of Scripture; Have extensive knowledge of Scripture and its exegetical traditions;</p> <p>(B) Historical, sacramental, canonical context and meaning of some notable moments of history of Church of the early, middle, old and new periods; Learn about the most important patristic authors, their main theological ideas, concepts and influences; Know the history of Church Art, its stages, internal logic of development and forms of expression;</p> <p>(C) The advent-based basics of the dogmatic formulations of the church, their theological and historical context, terminological expressions and analysis; Learn about the main moments of Christian apologetics, interdependence of faith and knowledge and the particular religious-philosophical concept; Understand the fundamental principles of Christian ethics and apply them in contemporary personal, social, bioethical, political and other problematic contexts; Get acquainted with the latest problems and aspects of Christian ethics; Know the ideas and concepts of ancient, medieval, new and modern philosophy that have had a significant impact on early and modern theological view. will study the elements of Islamology and will be able to properly analyze religious, social and cultural problems associated with the Islamic community in Georgia and elsewhere. The knowledge gained in the history of religions will help to better understand the peculiar, cultural and social characteristics of individual religious communities;</p> <p>(D) The psychological fundamentals of the relationship between the individual and the person and can evaluate them in a Christian and generally, religious sense; He/she will understand the basics and perspectives of Georgia-EU relations.</p>
Skills	<p>The graduate will be able to:</p> <p>(E) Engage in interconfessional and interfaith relationships, participate in the sacramental life of the Church, share its meaning and theological notion with others. Apply religious, historical and philosophical terminology, defining the interrelations of theological disciplines and identify the importance of dogmatic treaty, correctly assess the theoretical and practical aspects of unforeseen problems arising as a result of this activity, and find ways to solve them;</p> <p>(F) Make difference between the first and second sources of theology and make up a conclusion from biblical texts based on the principles of hermeneutics and exegetics; make a comparative analysis of the origin, history distribution, their doctrines and sacramental traditions and relevant conclusions, as well as make a decision based on analysis;</p>

	(G) Participate in discussions with field specialists on theology issues and its interdisciplinary area Using relevant terminology and modern communication technologies; transfer theological knowledge to people interested in religion, faith and theology using non-theological language; communicate interpersonally in the working group and through information technologiessimplify the creative labor process; apply modern methods to obtain relevant conclusions and perform small-scale research according to the supervisor's instruction;
Responsibility and Autonomy	<p>The graduate will be able to:</p> <p>(H) Deepenhis/her knowledge based on theological sources, articles and monographs;</p> <p>(I) Service to one's neighbor, sympathy, recognition of the freedom of others, a sense of social solidarity and responsibility;during his/her own activity, including difficult, non-predictive training or working conditions, be guided by ethical principles and conduct development-oriented activities;</p>

Programme Volume with Credits

240 ECTS (8 semesters. One semester covers 20 weeks. One academic year consists of 2 semesters and includes an average of 60 ECTS credits, depending on the features of the educational program and / or the student's individual curriculum, the number of credits per year may be less than 60 or more, but not more than 75 (One credit = 25 astronomical hours).

Field of Employment

Graduate will be employed in public and private institutions, governmental and non-governmental organizations, the media, religious organizations, publishing and scientific-research institutions and / or others, where a Bachelor of Arts degree in theology is required /sufficient. Graduates can also be employed: in case of studying an additional management program - both in the administrative, economic, information and other services, firms and enterprises of Georgian and foreign companies;In case of studying additional tourism program - State institutions (ministries and other executive bodies), relevant specialized organizations in the non-governmental and private sectors, in international organizations, in the media.

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Name of the program: International Relations

Qualification to be Awarded: Bachelor of International Relations

Higher Education Stage: Bachelor

Language: Georgian

Goal of the Program

The goal of the BA programme of International Relations is for the graduate to:

- a) To give extensive theoretical knowledge of basic concepts and theories, structure and institutions in international relations, the system and the ongoing institutional, economic, political and other processes within the system, the field of diplomatic and political relations;
- b) To acquire basic skills of gathering, analyzing and using in practice the information in the field of international relations;
- c) To develop the ability to critically understand the fundamental principles of international relations;
- d) To develop the small-scale research skills on various actual and problematic issues of international relations with the direction of scientific supervisor, the opportunity to process, further develop and deepen international political problems and contemporary issue

Learning Outcomes

Knowledge and Understanding

The graduate will know/understand:

- A. The basic principles and peculiarities of international relations system and structure, the trends in development of international relations and related complex issues, the modern theories of international relations and their meaning for the formation of international system;
- B. The ongoing institutional, economic, political and other processes in international relations system and the most recent political, social, philosophical, historic, legal and economic aspects of international relations.

Skills

The graduate will be able to:

	<p>C. Participate in the preparation and implementation of foreign policy and diplomatic projects given the previously received instructions and recommendations; work individually and in a team; to implement a research or practical project according to the predefined guidelines;</p> <p>D. Select and apply the standard and latest methods related the field in order to solve the problem posed in international relations during professional activities, plan the work to be done within his/her competence and act according to the specificity and determinants of a concrete situation;</p> <p>E. Combine the theoretical and practical aspects of the field, evaluate and analyze the situations and information/data using relevant methods, understand the relationship between the causes and consequences of problems, and make the appropriate decisions within their competences, the skills of using the modern information and communication technologies, written and verbal communication in Georgian and English, etc.</p> <p>F. Observe the current processes in the field of international relations, identify the cause-and-effect relationship between events and specific facts, identify the problem, and predict and evaluate the possible outcomes, process and analyze the information/materials, make a correct well-founded conclusion, evaluate adequately the situation, his/her and others' personal and intellectual potential, personal qualities, actions and their underlying causes, make an analysis, self-criticism, objective evaluations of other people's opinions, make a well-founded conclusion and take an adequate action, and resolve the problem withing his/her competence.</p>
Responsibility and Autonomy	<p>The graduate will be able to:</p> <p>A) Adhere to value principles and ethical standards in international relations;</p> <p>B) Adapt to the rapidly changing information environment and identify their own learning needs for further study.</p>

<p>Programme Volume with Credits</p>	<p>240 ECTS (8 Semesters; 20 weeks per semester). An academic year consists of two semesters and 60 ECTS on average. Considering specifics of educational program and/or student's individual learning program, number of accrued credits per year may be more or less than 60 but no more than 75 (1 ECTS = 25 hrs)</p> <p>Minor Program: Tourism; Management; Theology. The 60 ECTS of the minor program is part of the 240 ECTS of International Relations undergraduate program. It is up to student's choice.</p>
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<p>Field of Employment</p>
<p>The graduate can be employed in public and private sector institutions, international and local governmental and non-governmental organizations, embassy/consulate, Ministry of Foreign Affairs of Georgia, etc. where Bachelor's Academic Degree is required/sufficient. Additionally, the graduate can be employed: in case of taking additional program of intercultural communication – in Ministry of Culture, mass media outlets, publishing houses, libraries and museums, diverse short and long-term projects, etc; in case of taking additional program in management – in administrative, information, general services, etc. units of Georgian and foreign companies, factories and firms; in case of taking additional program of cultural tourism – in Georgian and foreign tourism companies, state and commercial tourism organizations, resort facilities and/or etc; in case of taking additional program in theology – public and private sector institutions, governmental and non-governmental organizations, mass media outlets, religious organizations, publishing and scientific research institutions and/or others.</p>

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Name of the program: Psychology

Qualification to be awarded: Bachelor of Psychology

Higher Education Stage: Bachelor

Language: Georgian with English teaching components

Goal of the Program

The bachelor's program in psychology aims to train qualified and competitive specialists with modern theoretical-practical knowledge, bachelor's degree in psychology and academic (transfer) competencies relevant to the academic degree, who will be able to meet the growing demands of the local labor market;

Continuing education and raising qualification at a higher level (postgraduate studies), realization of their competencies and opportunities in practical and public activities and career advancement, which will ultimately contribute to the intellectual, moral, cultural and socio-economic development of the society.

The purpose of the Bachelor's Degree Program in psychology is to provide students with the following:

- Introduce the essence of psychology; The history of the development of psychology as a science; Basic Findings and Challenges of Modern Psychology.
- provide extensive theoretical knowledge about various subfields of psychology (personality psychology, developmental psychology, social psychology, clinical psychology, labor and organization psychology, educational psychology);
- Develop the personal and professional skills necessary for a psychologist, including research skills; In addition, the ability to use information and communication technologies and communicate in Georgian and English;
- develop ability to effectively use practical skills in the field of psychology and other skills required for specialization;
- develop the necessary responsibilities for adhering to the principles of ethics in professional activities, participating in the process of forming values and striving for their establishment, constant updating of knowledge, improvement of competencies and professional development.

Learning Outcomes

Knowledge and Understanding	<p>The graduate will have a knowledge of:</p> <p>a) Subject and tasks of psychology; History of modern formation of psychology as a science and modern currents; Basic concepts of psychology, principles and methods of scientific research, theoretical approaches, empirical discoveries, the latest achievements in the field and positions in scientific discussions;</p> <p>b) the scientific, theoretical and methodological foundations of different subfields of psychology; Basic principles of functioning of human mental processes, the essence of personality and dimensions of individual differences, biological, cognitive, affective, social and cultural foundations of individual behavior; Regularities of human development and functioning, as well as social relations, peculiarities of various pathologies; Modern classification systems for mental disorders Clinical manifestations and diagnostic criteria for mental disorders;</p> <p>c) Qualitative and quantitative methods of psychological research (observation, interview, focus group, survey, content analysis, case study, experiment), their characteristics, advantages and disadvantages (limitations of use); d) The social significance of the profession of psychologist; The role of the psychologist in clinical, multidisciplinary and other fields; The goals of the professional activity, as well as the moral principles and the importance of protecting the limits of one's competence in the professional activity.</p>
Skills	<p>The graduate will have a knowledge of:</p> <p>e) identify the subject and objectives of psychology research; Evaluation-analysis of individual mental processes, behaviors and motives and attitudes beyond these behaviors based on theoretical approaches; Identify psychological problems, make connections between the causes and consequences of problems, and select preventive and interventional approaches according to pre-defined guidelines.</p> <p>f) plan and conduct small-scale research in accordance with pre-defined guidelines in accordance with the principles of research ethics (correct posing of research question, formulation of research goals and objectives, research design - selection of variables, hypothesis (s), selection of appropriate research method Finding / adapting / creating; conducting fieldwork; collecting and processing data using descriptive and concluding statistics elements (via SPSS software); analyzing results and developing recommendations).</p> <p>g) Searching for information in Georgian and English (B2 level) through modern information and communication technologies</p>

Responsibility and Autonomy

The graduate will have a knowledge of:

- h) autonomously a) identifies the needs for further study in the field of psychology and / or deepening / constantly updating the acquired knowledge;
- b) make decisions in response to unforeseen circumstances in an unpredictable environment.
- i) Take responsibility for a) applying and encouraging the norms of professional ethics in practice; Adherence to the core values of ethical research and academic honesty, including the prevention of plagiarism, protection of objectivity, anonymity / confidentiality / personal data, etc .; b) to express his / her dissenting opinion correctly, to show tolerance and respect for different opinions; Mutually beneficial cooperation, support of colleagues; c) individual approach to people with different abilities / needs

Programme Volume with Credits

240 ECTS (8 semesters. One semester covers 20 weeks. One academic year consists of 2 semesters and includes an average of 60 ECTS credits, depending on the features of the educational program and / or the student's individual curriculum, the number of credits per year may be less than 60 or more, but not more than 75 (One credit = 25 astronomical hours).

Field of Employment

Graduates of the Bachelor of Psychology education program will be able to find employment in jobs in the labor market for which the academic degree of Bachelor of Psychology will be satisfactory (main areas of employment are: education, healthcare, social services and management). A graduate of BA program in Psychology can be employed:

- In preschool institutions;
- Early education Center
- school.
- medical institution,

- Mental health center
- psycho-social and physical rehabilitation center,
- consulting-diagnostic center,
- Psychological Consultation Center
- Rehabilitation center for children and adolescents
- research institution,
- training center
- Career Development and Employment Center
- In the direction of human capital management in a public or private organization,
- in the direction of social projects in a non-governmental organization

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Name of the program: Sociology

Qualification to be awarded: Bachelor of Sociology

Higher Education Stage: Bachelor

Language: Georgian with English teaching components

Goal of the Program

The aim of The Bachelors educational program in sociology for graduated student is as follows:

- (A) To introduce with foundations and basic theories of sociology and also, extensive theoretical knowledge about different Current Directions of sociology;
- (B) To develop the ability to pay attention to sociological practice and scientific news, as well as effective communication, constant updating and learning of knowledge in the field of sociology;
- (C) To develop the necessary skills for practical application of social research and the theory of sociology
- (D) In the field of sociology a practical activities for the protection of justice, social and democratic values, as well as the skills necessary for assessing, analyzing, reasoning, solving tasks;
- (E) Based the reference of the head to give skills of conducting small-scale research on various topical and modern topics of sociology, an opportunity of development of sociological problems and modern issues and possibility of further development and deepening of knowledge.

Learning Outcomes

Knowledge and Understanding

The graduate will know/understand:

- (A) Fundamentals of sociology, basic information about basic theories, institutions and current processes, also, the basic concepts of sociology, theoretical approaches and empirical findings;

	(B) Both quantitative and qualitative methods of research in sociology, including various forms of interview, analysis of documents, literature review, focus groups, observation and ethnographic research, discourse-analysis, content analysis, experiment and mass surveying.
Skills	<p>The graduate will be able to:</p> <p>(C) Identification of sociological problem, formation of its essence, development of problem solving thesis, communication on the selection of adequate ways of its solution and selected approaches to the solution of the problem;</p> <p>(D) Collection of data, analysis of data and/or situations using standard and latest method;</p> <p>(E) Abstracting thinking, retrieval of information from various sources, processing and analysis of received information, also, to generate new ideas, to lead discussions, to generate public opinion skills.</p>
Responsibility and Autonomy	<p>The graduate will be able to:</p> <p>(F) In sociology direction a constantly updating knowledge, as well as critical thinking and self-criticism;</p> <p>(G) To establish personal and professional principles, aspiration, adherence to social responsibility and ethical norms.</p>

Programme Volume with Credits

240 ECTS (8 semesters. One semester covers 20 weeks. One academic year consists of 2 semesters and includes an average of 60 ECTS credits, depending on the features of the educational program and / or the student's individual curriculum, the number of credits per year may be less than 60 or more, but not more than 75 (One credit = 25 astronomical hours).

Field of Employment

Graduates of the Bachelor of Sociology program will be able to apply the acquired knowledge in both private and public and non-governmental sectors in any position where a bachelor's degree in sociology is required and it is not necessary to pass a certification exam and / or additional prerequisites under Georgian law.

The following may be employed for the graduate activities of the Bachelor of Sociology program:

- In sociological and analytical research centers
- As an expert-analyst in the fields of education, politics, economics, medicine, sports and art
- In marketing and consulting-analytical organization
- In the field of organization management in the public and private structure

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Name of the Program: Political Science

Qualification to be awarded: Bachelor of Political Science

Higher Education Stage: Bachelor

Language: Georgian with English teaching components

Goal of the program

The goal of the BA programme of Political Science is to:

- a) Promote preparation of highly competent political science specialists, public servants and other staff with high civil liability;
- b) The graduate will be able to analyze and evaluate the characteristics of political institutions, political actors and their behaviour, both nationally and internationally;
- c) Equip the graduates with practical skills and instruments needed for political activity that will help them explore, design and manage different political processes in various governmental and administrative bodies;
- d) Grow in the graduate small-scale research skills on various actual issues of political science with directions of the supervisor, give him/her the opportunity to work on political problems and contemporary issues, further develop and deepen knowledge.

Learning Outcomes

Knowledge and Understanding

The graduate will be able to:

(A) The graduate will know/understand:

	<p>(B) Basic concepts of political science, history of political doctrines, political ideologies, types of state, forms of government, political regimes and their characteristics; also, theories on liberal-democratic, totalitarian, Eastern and Western, homogeneous and fragmentary, market and statist subcultures, fundamentals of world, global and comparative politics;</p> <p>(C) Theoretical and practical aspects of political marketing and election campaign, forms and functioning features of election systems, political parties and party systems;</p> <p>(D) The trends of formation, actual problems and development of political system of contemporary Georgia; The latest aspects of the introduction and development of e-government in Georgia on central and local levels; The importance of the South Caucasus context, as well peculiarities and determinants of the policy of Georgia and other countries of the South Caucasus.</p>
Skills	<p>The graduate will be able to:</p> <p>A) Evaluate and diagnose the current political systems and processes using the theories, concepts and institutions in the field of politics; identify in the programs and pre-election promises declared by political forces what values a political entity has and in case of its victory, what processes will take place in the country; prognosticate political processes; also, argue his/her conclusions regarding political marketing and election campaign, and communicate with specialists and non-specialists;</p> <p>B) Evaluate the challenges that may arise in various organizations, and offer changes based on theory and empirical analysis; Recommend to various public or private agencies, improve and develop e-services;</p> <p>Conduct empirical and other studies using various methods of social research both in public and private sectors, according to pre-defined guidelines, taking into account the standard of academic integrity and the achievements of information-communication technologies.</p>
Responsibility and Autonomy	<p>The graduate:</p> <p>A) Is familiar with important academical and ethical issues characterizing the matter of politics and defending principles of professional ethics;</p> <p>B) Identifies the need for further studies and can determine his/her own opportunities of professional development.</p>

Programme Volume with Credits

240 ECTS (8 semesters. One semester covers 20 weeks. One academic year consists of 2 semesters and includes an average of 60 ECTS credits, depending on the features of the educational program and / or the student's individual curriculum, the number of credits per year may be less than 60 or more, but not more than 75 (One credit = 25 astronomical hours).

Field of Employment

A Bachelor of Political Science will have the opportunity to be employed in both the private and public sectors.

- Including In the legislative and executive bodies;
- In public administration; In local self-governments;
- In political parties;
- In the media;
- In non-governmental organizations;
- In lobbying organizations;
- In the business community;
- In international organizations accredited in Georgia, etc.

Also, a graduate of the course can be employed: in case of studying the management and specialty lobby program - both Georgian and foreign companies, administrative, economic, information and other offices, in firms and enterprises; In case of studying the additional specialty program of tourism - both in Georgian and foreign tourism companies, state and commercial sector tourism organizations, resort facilities and / or others. In case of studying the program of additional specialization in international relations - public institutions (ministries and other institutions of executive power), organizations of relevant profile in the non-governmental and private sector, international organizations, mass media.

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Name of the Program: LAW

Higher Education Stage: Bachelor of Law

Qualification to be Awarded : Bachelor

Language:Georgian with English teaching components

Goal of the Program

The goal of the undergraduate Programme of law is to equip students with:

- (A) Broader theoretical knowledge of specifics, principles of national legal system and institutions, general principles, values and beliefs of law, political, social, philosophical, historical and economical aspects of law, as well as national and foreign scientific opinion and legislature;
- (B) In-depth knowledge of public, private, international and criminal laws.

The goal of the undergraduate Programme of law is to build the following skills of the students:

- (C) Ability to follow the legislative amendments, scientific news and judicial practices, as well as communication skill, constantly seeking to update knowledge
- (D) Ability to effectively apply theoretical knowledge gained in the judicial field and other skills necessary for specialization;
- (E) Ability of independent resolution of legal problems in the field of law, as well as ability to evaluate, analyze reason, justify and solve problems.
- (F) Ability to defend justice, human rights, social and democratic values while practicing law.

Learning Outcomes

Knowledge and Understanding

The graduate will know / be aware of:

	<p>(A) Specifics, principles of national legal system and institutions in broad sense and will have in-depth knowledge of public, private, international and criminal laws; also knowledge of national and foreign scientific thought and legislation in the field of international law and human rights</p> <p>(B) the essence of the law, the complex issues and the importance of the fundamental principles of law for the formation of the legal system; methods of interpretation; Issues of state administration and local self-government; Basic human rights and freedoms; Basic principles of international public law; Contractual and legal obligations; Property law; Family and inheritance law; The essence and principles of administrative law; The essence, types and nature of criminal responsibility; Civil, administrative, constitutional and criminal proceedings; Historical Sources of Georgian Law and the Principles of Roman Law.</p>
Skills	<p>The graduate will be able to:</p> <p>(C) Identify legal problems, find, interpret and apply normative grounds to solve them;</p> <p>(D) Drafting legal documents (draft normative act, contract, complaint, lawsuit, etc.);</p> <p>(E) Resolve legal cases on the basis of a multilateral view and analysis of a legal problem, develop a thesis and justify selected approach, establish legally substantiated conclusion and the presentation of legal positions through modern information and communication technologies; Provide legal advice and represent and protect an individual's interests, both in court and in a non-judicial dispute;</p> <p>(F) Seek information in Georgian and English at B2 level and transmit it to specialists and non-specialists using legal terminology, both orally and in writing; Prepare a detailed written and oral report on ideas, problems, and solutions;</p>
Responsibility and Autonomy	<p>The graduate:</p> <p>(G) Will be able to follow legislative changes, judicial practice, science news and update their knowledge;</p> <p>(H) Is familiar with the ethics of legal business. It is committed to promoting the exercise of the rights of persons and to act in the light of justice, human rights, social and democratic rights</p>

Programme Volume with Credits

240 ECTS Credits (8 semesters. Duration of one semester is 20 weeks. One academic year includes two semesters and covers 60 ECTS on average. Considering specifics of educational Programme and/or student's individual learning Programme, number of accrued credits per year may be less than 60 but no more than 75 (1 credit = 25 hrs

Field of Employment

Bachelor of Law Degree Programme graduate will be able to work in any position that requires a Bachelor of Law degree and does not require a state certification exam and / or additional prerequisites under Georgian law.

Bachelor of Law degree Programme graduate may pursue legal career in:

- Legislative and executive authorities;
- Judicial bodies;
- Law enforcement and other oversight bodies;
- Legal Entities of Public and Private Law or other non-profit organizations.

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Nino Qatamadze phone number: 599 78 36 26; e-mail: Ninoqatamadze20@gmail.com

Education Program: Business Administration

Qualification to be Awarded : Bachelor of Business Administration

Higher Education Stage:Bachelor

Language:English

Description of the Program

Admission Requirements

Admission on program for Georgian citizens having received complete secondary education in Georgia:

Admission is carried out on the basis of a ranging document generated according to the results of National Examinations (at least 75% of maximum evaluation is mandatory in English).

For foreign citizens and those with no Georgian citizenship, having received complete, general or equal education abroad or/and study/studied in a foreign country, having got credits/qualification in an educational institution recognized according to the legislation of the country for Georgian citizens that received complete, general or equal education in any foreign country, studied abroad during last 2 years of complete education abroad or/and live/lived, study/studied for at least 75 days in a foreign country, having gained credits/qualification in a foreign country in an educational institution approved by the legislation of the country.

- The candidates are to pass English language exam in the university (B2 level is mandatory. The applicant should gather at least 61% out of overall evaluation), or represent an English Language B2 certificate. Namely: FCE;IELTS- 5.5-6.5; TOEFL Paper 513-547; TOEFL CBT-

183 – 210; TOEFL IBT- 65-78. All certificates should be valid while student applies and the applicant should be allowed to provide it.

Invalid documents are rejected. In such case candidates are to pass the university exam.

- The university holds an interview with candidates in order to find out their English level and ensures availability of the interview video footage for the Ministry according to the law-established rules and dates.

Mobility is also allowed – Compatibility of students of Sulkhan Saba University and those studying at the same level English-language programs (learning outcomes, achieved within the framework of already passed academic program (competencies) with the present Bachelor educational program shall be established under applicable legislation of Georgia.

Structure of the Program

Benchmarks: Grounded on 1) detail analysis of the labor market of Georgia and 2) comparative analysis of similar programmes in Georgia and partner universities abroad it has become evident that some learning outcomes of similar programmes (from other HEI's of Georgia) are inconsistent with labour market requirements. These inconsistencies are the crucial point and general conclusion is that similar programmes offer insufficient courses and learning outcomes as a result of which graduates: have a little ability to use a wide range of cognitive and practical skills for creative solution of abstract problems due to the little understanding of the possibilities of professional activities. Taking into account these factors, the program benchmarks were established as a thorough plan or method for determining the appropriate goal to be achieved over a long period of time.

Program benchmarks:

- Providing students with the best skills and knowledge in such a way that all four directions of the internationalization policy (activity, competence, culture and process) are covered, which will give students a better international perspective of adapting and taking a competitive position in the world market

- Providing students with deep knowledge and understanding in the field of arts, economics, technical and philosophical sciences, based both on the results of the newly reviewed labor market, and on the needs of the country's economic and social development
- Provision of skills and competencies such that students were able to apply knowledge in practice, to judge, to communicate, to identify additional training needs and to participate in the value formation process by linking the components of different disciplines
- Promoting employment opportunities for graduates through cooperation with potential employers.

Goal of the program:Based on benchmarks, the goal of the program is to train highly qualified specialists in the field of business administration to successfully: a) carry out entrepreneurial, administrative and research activities; b) the dissemination of European values (eg, human rights, democracy, law, property rights, economic freedom, etc.) in Georgia and around the world by providing students with theoretical knowledge and practical skills in calculus, statistics, economics, management, marketing, finance, modern technology, philosophy, psychology and law.

Core Competencies:It is assumed that the goal is achieved when acquiring core competencies. Core competencies have been set up as a measure of core benefits that student will have after completion the program and are listed as abilities to:

1. develop creative ideas and undertake entrepreneurial activities. Elaborate and implement innovative projects
2. administrate business-processes
3. demonstrate rational decision-making and sound communication skills

Deal with complexity problems such as economic or social profit/maximization issues both in private and public enterprises

Learning Outcomes

Knowledge and Understanding

On the successful completion of the program student:

1. Identifies, explains and describes concepts, principles, tools, methods, and terminology in the field of Economics, Management, Marketing, and Finance
2. Explains the state of the world through study of philosophy, history of European civilization, foreign languages, political sciences, and other disciplines
3. Describes and interprets the law and business law as well as ethical and social issues

	<ol style="list-style-type: none"> 4. Understands Generally Accepted Accounting Standards. Identifies, explains and describes concepts, principles and procedures of accounting records, financial reporting, as well as comprehends the role of financial ratios in the financial world 5. Explains and examines a) human action and behavior; b) how firms make decisions; c) market forces and structures; d) tradeoff idea and benefits of trade; e) why market fails and the role of governments in society 6. Extends mathematical and business statistical methods necessary to make business-decisions 7. Extends knowledge in academic writing and English language 8. Generalizes how to successfully develop captivating products and services to solve challenging problems in a highly uncertain environment, often under considerable time constraints with very limited resources 9. Examines how businesses are planned, developed, organized, and operated in our modern political, social, and economic environment 10. Identifies, generalizes and describes macroeconomic variables such as economic growth, unemployment, inflation, business cycles and etc.
Skills	<p>On the successful completion of the program student will be able to</p> <ol style="list-style-type: none"> 1. Apply the principles and techniques of human resource management to the discussion of major personnel issues and the solution of typical case problems associated with selection, recruitment, training, motivation, supervision and the compensation of the sales force 2. Demonstrate the application of operations management mechanisms within the business environments 3. Differentiate the administration process in public and private sector. Applying the basic methods, theories and the best practices in respect with accountability and control, personnel management, budgeting and financial management. 4. Through analysis of external and internal environments compose appropriate plans and strategies on corporation, business, functional and operation levels. Formulate the strategic position of the organization 5. Develop personal career management competencies, build a personal brand and manage it 6. Identify, classify, compare, connect and contrast different organizational activities and operations. Identify appropriate rules and procedures. Assemble organization structure 7. Through application of modern information technologies, math and statistical methods, collect, measure, disclose, aggregate, and apply managerial information necessary to make effective managerial decisions 8. Appraise stock and bond prices up or down and conduct operations in financial markets 9. Calculate costs and choose firm's production levels to maximize profits under different market structures

	<ol style="list-style-type: none"> 10. Demonstrate oral, writing and listening skills at least in English language consistent with B2.2 level. Work out business papers 11. Measure, evaluate and compare various methods in finance, management, marketing and economics and draw supportable conclusions. 12. Analyze the impact of economic events on markets and evaluate the factors affecting firm behavior, such as production and costs analyze and the performance of firms under different market structures. 13. Independently and critically examine different theoretical and empirical phenomena 14. Assess the government's role in the economy in a macroeconomic context. Use economic analysis to evaluate controversial issues and policies. 15. Write concise business documents and deliver professional oral presentations 16. Communicate strategically in a variety of business situations
Responsibility and Autonomy	<p>On the successful completion of the program student should be able to:</p> <ol style="list-style-type: none"> 1. Highlight the skills required for successful, lifelong professional development and through getting familiar with modern publications and researches find strategies and methodologies that can assist in the acquisition of professional development skills. 2. Engage in self-reflection and achieve greater self-understanding, exhibiting openness to alternative possibilities and conceptual frameworks 3. Manage own professional development and provide leadership to others in the achievement of ongoing competence in human resources professional practice. 4. Respect and share values of liberty, democracy, accountability, solidarity, and economic freedom 5. be aware of right, wrong, good and bad; share moral principles and their application in everyday life

Information about Program

The composition of the program is based on ECTS system. Design of the workload of the program is in full compliance with European education system and meets all requirements of laws of Georgia.

Program duration is 4 academic years that is 8 semesters and consists of 240 credits; 1 credit = 25 astronomical hours. 1 astronomical hour = 60 minutes. Credits indicate the amount of work required to cover any of the components of the academic program and achieve learning outcomes. Credit is obtained only if the outcomes specified in the syllabus are achieved i.e. a student obtains pass grade as specified in the Resolution #3 of 2007 of the Minister of Education and Science of Georgia and University Statute. Credit system is based on the experience of European universities. Credit is composed of contact hours and hours for independent work. 240 credits = 6000 hours. In every semester student should earn 30 credits (30 credits = 750 hours.) that is 60 credits per year. However, based on program specification and student's individual workload, per year volume of credits can vary but could not exceed 75 credits

Employment Opportunities

Based on entrepreneurial knowledge and skills, Graduates will raise funds, collect innovative ideas, work out appropriate business-project, undertake business-activity, ensure sustainable expansion of the business, export a business abroad and through developing new services create new brands and extend company's image worldwide. Likewise, acquired knowledge is a guarantee that graduates will find a proper jobs both in private and public sector and can carry out activities in following areas: Financial accounting and other finance-related activities; Logistics and procurement; Marketing and public relations; Strategic planning and management of operations; Planning and implementing human resources policy; Management of banking operations; Intermediation on the capital market; managing conflicts; sustaining economic development through participation of conducting right economic policy; Budget planning for public and private enterprises; forecasting variety of trends through analysis of global turbulence and macroeconomic indicators. Graduates will have an ability to define own needs and to evaluate and share own and others' attitude towards values, characteristic for professional activity. From this point of view, graduates should be able to find jobs on lower and middle level manager positions in Georgia and abroad. Consequently, graduates will: a) take part in the process of planning and organizing of enterprises; b) make decisions; c) conduct administrative affairs; d) efficiently head organization's functional departments, and e) elaborate strategic plans and innovative projects.

Assessment Rules of Student Achievements

Students will be assessed with the 100 point system in compliance with law of Georgia according to which 5 positive and 2 negative assessments are recognized

1	91% and more of max grade	A	Excellent
2	81-90% of max grade	B	Very Good
3	71-80% of max grade	C	Good
4	61-70% of max grade	D	Satisfactory
5	51-60% of max grade	E	Sufficient

1	41-50% of max grade	FX	Unsatisfactory
2	40% and less of max grade	F	Failure

FX Unsatisfactory - meaning a student needs more effort to pass an examination and is given an extra chance to pass an additional examination through independent work. (Final exam will be assigned in 1-5 days since declaration of the results of the final exam);

F (Failure) - meaning the student's effort is not enough and he has to learn the subject anew.

The sum of intermediate assessments and final exam is referred to as a Final Assessment.

Course max 100 points		Professional Internship max 100 points	
1. Midterm Assessments	70 points:	Midterm assessments	70 points
1-A Midterm exam	20 points	Defend an internship report	30 points
1-B Other Midterm Components	50 points		
2. Final Exam	30 points		
Bachelor Thesis max 100 points			
	Midterm assessments		60 points
	Defend Bachelor Thesis		40 points

Only those students whose status is active and can meet the requirements of minimal assessment (minimum 21 points of mid-term assessments (30% of mid-term's max assessment (70 points)) will be admitted on the final exam. Minimal competency core for final exam is defined as 30% of the final exam's maximum assessment (30 points) plus 1 point that is 10 points. Final exam is referred to as passed, if student accumulates minimum 10 points on the final exam. the sum of both assessments is referred as a Final Assessment (maximum 100 points). The rules of assessment of student's achievements are bound by regulations of department of learning process (see: <http://sabauni.edu.ge/ge/for-students/regulations-rules>) and and by specified course/program syllabus in which the system of assessment as well as methods and criteria of assessment is described. Credit (ECTS) is earned, if student accumulates minimum 51 points in compliance with midterm and final assessment rules.

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Master Programs

Name of the Program:Theology

Qualification to be Awarded: Master of Arts (MA) - Theology

Higher Education Stage:Master

Language:Georgian

Goal of the Program

- Get acquainted with the official position of Church on social issues; the biblical basis of social teaching and historical development; models of the relationship between church and state. Understand the effects of church-state interactions and identify the relevant problem of church-state relations, implementation of the doctrines of the Church.
- Deeply examine the orthodox concept of divine redemption providence in the context of comparison with the sociological tradition of Protestantism; study interrelationship between revelation and theological language and the history and specificity of theological terminology. Get acquainted with the main Trinitarian concepts and the historical context of their formation
- Be aware of the most important representatives of modern Christian theology and their concepts
- Make in-depth analysis of various theological problems and by using the academic writing techniques, plan and conduct academic research on theological issues

Learning Outcomes

Knowledge and Understanding

The graduate will know/understand

- (A) The views of modern Christian theologians and the last major trends in Christian theology, their attitude to both religious and secular problems, science, culture, other creeds and religions, on the basis of which develops original ideas of the field;

	<p>(B) The legal aspects of the relationship between the church and the State, the historical experience of church-state relations and the current state; The results of the interaction of the church and the state; The importance of social studies of church categories, such as human dignity, the common good, subsidiarity, and solidarity; The duties and rights of man as a member of the society in light of the position of the Church;</p> <p>(C) In-depth aspects of Trinitology and Soteriology representing the most important issues of dogmatic doctrines of the Church: hermeneutics, interfaith, Orthodox and Catholic approaches.</p>
Skills	<p>Graduate will be able to:</p> <p>(D) Connect the views expressed in church documents with the social problems of modern times; Identify a specific model of church-state relationship, discuss positive and negative sides of the issue; Evaluate properly the constitutional principles of actions of officials and the political-legal concept of secularism;</p> <p>(E) Participate in a dialogue between confessions, determine the forms and prospects of ecumenical activity; Communication with representatives of different religions with a focus on relevant religious issues; Search and select academic, scholarly literature in accordance with the principles of academic good conscience; Take a methodical approach to the topic or issue under consideration, accumulate, systematize and integrate information based on different sources, independently plan and execute research through academic writing techniques;</p> <p>(F) Communicate interdisciplinary; Engage in interdisciplinary dialogue with specialists in other disciplines during the discussion of important social, worldview and legal issues; Deliver to the parties involved in the discussion of theological visions of these relevant problems in an academic, terminological form, taking into account the social and ethical responsibilities;</p> <p>(G) Critically evaluate the latest achievements in the field based on deep and systematic knowledge gained in theology, work out original ideas and further develop them.</p>
Responsibility and Autonomy	<p>Graduate will be able to:</p>

	<p>(H) Independently conduct his/her own learning, continuous education and professional development based on theological sources, articles and monographs; Contribute to the development of certain aspects of sectoral knowledge.</p> <p>(I) Comprehend and consider interpersonal relationships and ethical aspects, characteristics of different social groups, different ethnic, cultural, social and etc. values of community members, their recognition and respect. Proper understand the complex, multidisciplinary problems of the relationship between church and state</p>
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Programme Volume with Credits

120 ECTS (4 semesters. One semester covers 20 weeks. One academic year consists of 2 semesters and includes an average of 60 ECTS credits, depending on the features of the educational program and / or the student's individual curriculum, the number of credits per year may be less than 60 or more, but not more than 75 (One credit = 25 astronomical hours).

Field of Employment

Graduate will be employed in public and private institutions, governmental and non-governmental organizations, the media, religious organizations, publishing and scientific-research institutions and / or others, where a Master of Arts degree in theology is required / sufficient.

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Name of the Program: LAW

Qualification to be Awarded: Master of Law

Higher Education Stage: Master

Language: Georgian with English components

Goal of the Program

The goal of the Master's Degree Programme is to equip the students with:

- Skills to develop deep and systematic knowledge in the field of private, criminal or public law and develop the ability to apply acquired knowledge to practice, in light of the philosophy of law argumentation
- Ability to draw their own complex and original legal conclusions in the field of private, criminal or public law;
- Ability to share their legal conclusions and arguments with the academic and professional community
- Ability to conduct independent studies in private, criminal or public law and to conduct scientific research;
- Ability to form legal and ethical values.

Learning Outcomes

After completing the Master's Degree in Law, the student will:

- (A) Assess and formulate complex legal problems based on knowledge gained in the field of private, criminal or public law and, in the light of the philosophy of law, develop the best ways of solving them;
- (B) Analyze legislative innovations, modern court practices, scientific news, and draws their own complex and original legal findings based on a synthesis of theoretical components and practical experience;
- (C) Discuss with the academic and professional community their legal conclusions and arguments, in accordance with the standards of academic honesty, in both English and Georgian, in writing and orally;

- (D) Plan for a scientific-research process through generalized analysis and interpretation of primary sources, scientific articles, and court decisions, collects first-time data using relevant research methodologies, identifies legal research methods needed to perform scientific research, develops a scientific research project;
- (E) Analyze the ethical and moral aspects of the legal professions, the ethical implications of scientific research and, where appropriate, contributes to the formation of new values in order to balance the interests of the parties fairly.

Programme Volume with Credits

The Master's Degree Programme is based on ECTS system; it is student-oriented and is based on academic workload of the students that is necessary for achieving educational programme goals.

Graduate programme consists of 120 ECTS Credits: 60 ECTS a year, 30 ECTS a semester. Thus, standard duration of the programme is 2 years, ie 4 semesters.

Depending the workload of a student, number of credits per year can be more or less than 60 ECTS but no more than 75 ECTS.

Field of Employment

The Master of Law is trained to pursue high-level legal practice in law and to continue their scientific work. Accordingly, the graduate of the law master's degree programme has the opportunity to work in any position that requires a master's degree in law and does not require a state certification exam and/or other additional prerequisites provided by Georgian legislation.

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Name of the Program: Business Administration

Qualification to be Awarded: Master of Business Administration

Higher Education Stage: Master

Language: Georgian with English components

Goal of the Program

Master Programme in Business Administration of Sulkhan-Saba Teaching University is aimed at training qualified specialists with advanced theoretical-practical knowledge, competitive, meeting the demand of the labor market, which will contribute to the formation of an educated civil society and further development of the country.

The goal of the master's programme is to prepare qualified specialists with academic master's degree in business administration, as well as specialists with in-depth and systematic theoretical knowledge in the field of business administration, who:

- Critically reflects on the latest achievements in the field of management and develop innovative, original ideas to improve management efficiency;
- Freely orientates in a fast-paced business environment, including complex or incomplete information conditions, and is able to find and apply new original ideas to solve complex problems; Makes a strategic decision on the basis of critical analysis of information and innovative synthesis;
- Independently conducts research in the field of business administration in accordance with the principles of academic honesty, using the latest methods and approaches and presents arguments and conclusions to the academic and professional community in accordance with academic ethics standards;
- Develops professional knowledge and practice of business management with own contribution; also manages and adapts complex, unpredictable, multidisciplinary training and working environment through innovative strategic approaches;
- Conducts own learning independently and takes responsibility for the activities and professional development of others.

Learning Outcomes	
Knowledge and Understanding	<p>The postgraduate</p> <ol style="list-style-type: none"> 1.1 Will have in-depth and systematic theoretical knowledge in the field of business administration that covers contemporary management concepts, managerial economics, strategic management, strategic and marketing management, value chain management, sales management, managerial accounting, financial management, project management and other directions; 1.2 In order to improve management effectiveness, will be aware of the need to critically reflect on the latest achievements in the field of management and develop innovative, original ideas. 1.3. Will be aware of the need for taking responsibility and obligation in the process of business administration.
Skills	<p>The postgraduate will be able to:</p> <ol style="list-style-type: none"> 2.1. Focus freely in a fast-paced business environment, including complex or incomplete information conditions; 2.2. Find and apply new, original ideas to solve complex business administration problems; Based on critical analysis of information and innovative synthesis, evaluate specific business situation and make appropriate strategic decision; 2.3. Conduct independent research in the field of business management in accordance with the principles of academic honesty, using the latest methods and approaches; <p>In the field of business administration, discuss reasonably and present the results and conclusions of the study to both the academic and professional community in accordance with the standards of academic ethics.</p>
Responsibility and Autonomy	<p>The postgraduate will be able to:</p> <ol style="list-style-type: none"> 3.1. Contribute to the professional knowledge and practice of business administration; 3.2. Apply theoretical knowledge of business administration in managing a complex, unpredictable, multidisciplinary training and working environment and adapt through innovative strategic approaches; 3.3. Independently lead own learning process for continuous professional development, as well as take responsibility for the professional development of others; 3.4. Take responsibility for other people's activities.

Programme Volume with Credits

120 ECTS (4 semesters. One semester covers 20 weeks. One academic year consists of 2 semesters and includes an average of 60 ECTS credits, depending on the features of the educational programme and / or the student's individual curriculum, the number of credits per year may be less than 60 or more, but not more than 75(One credit = 25 astronomical hours).

Field of Employment

A graduate can be employed nationally and internationally in business organization of any organizational-legal form, non-governmental organization and association as a middle and senior manager, expert and analyst. The knowledge acquired during the course of study, sense of responsibility and skills will also enable him / her to work in state central and local self-government bodies.

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Name of the program: Public Administration

Qualification to be Awarded: Master of Public Administration

Higher Education Stage: Master

Language: Georgian

Goal of the Program

The Goal of the Master's Degree Program in Public Administration:

- Student will be able to extend multidisciplinary and system knowledge in Public Administration and its constitutional basis, legal tools for realization of Public Administration, Public financial management, Management and organizational structure of Public Institutions, main values, principles and ethical standards of Public Administration;
- Student will be able to extend knowledge in State form on Government of Georgia, Local Self-government, National and Regional importance of Eurointegration Process of Georgia, aslo basic principles of functioning of European Union. Student will obtain skills that are necessary for working with legal acts and this will help them to play important role in the process of Eurointegration;
- After graduation students will become professionals with hugh ethical values and public managers with good faith; They will provide effective functioning of Public Administration System, also they will be able to be envolved in its sustainable development;
- Student will demonstrate competence in the fundamental analyses of problems appeared in Public Administration. Skills of academical writing and technics of social research will help them to plan and accomplish academic research in this field.

Learning Outcomes

Knowledge and Understanding

A graduate:

- (A) will evaluate and demonstrare understanding of following issues: functions of public administration in democratic and socio-legal country, constitutional basics of public administration and legal tools of its realization, rules and prosecc of making decisions in the field of public administration, types of administrative

	<p>proceedings, main forms of activity of public authorities, public financial management mechanisms, structure and modern models of running public institutions, also, they will think critically about complex problems appeared in the field of public administration and law of public service;</p> <p>(B) will possess information about basic aspects of policy of Georgia, Constitutional status and rights and duties of Georgian state authorities, structure and functions of local self-government and its connection with central authorities, issues of Eurointegration of Georgia, main aspects and current problems of partnership of Georgia and European Union;</p>
Skills	<p>A graduate:</p> <p>(C) will evaluate current issues of public administration and determine the best ways to solve them, will reveal unethical actions in public sector and identify individuals who have committed an unethical act to protect the interests of public service in order to ensure an ethical environment;</p> <p>(D) will demonstrate competence in evaluation the process of partnership and outcomes of the relations of European Union and Georgia, correctly define the function of the country's integration into the European and Euro-Atlantic structures in order to maintain better public administration;</p> <p>(E) will be able to set various administrative acts, plan and participate in cases defined by law to resolve specific issues in the field of public administration, discuss issues related to public administration with academic and professional auditory and present well-founded arguments and conclusions, also, using the technique of academic writing will independently plan and accomplish research in the field of public administration</p>
Responsibility and Autonomy	<p>A graduate:</p> <p>(F) will use the obtained knowledge in the daily activities and independently make important decisions in public service taking into account its values, principles and general ethical rules;</p> <p>(G) using his professional knowledge he/she will make an important contribution to the formation of modern system of public administration and its future development.</p>

Programme Volume with Credits

120 ECTS (4 semesters. One semester covers 20 weeks. One academic year consists of 2 semesters and includes an average of 60 ECTS credits, depending on the features of the educational program and / or the student's individual curriculum, the number of credits per year may be less than 60 or more, but not more than 75 (One credit = 25 astronomical hours).

Field of Employment

The Master of Public Governance has the opportunity to work on any high, middle or low position in any State Authority – Ministry, LEPL, Governmental Organization, any Local Self-Government authority, also in any scientific-research organization, NGOs which work on issues of Public Governance research and development.

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Name of the program: Human Resource Management

Qualification to be Awarded: Master of Human Resource Management

Higher Education Stage: Master

Language: Georgian with English components

Goal of the Program

According to the mission of Sulkhan-Saba Orbeliani University, the goal of the Master's program in Human Resource Management is:

- A. Training of a knowledgeable, problem-based, competitive, changing labor market qualified specialist who will contribute to the formation of an educated civil society and the future development of the country;
- B. The graduate should define personnel management priorities in correlation with the corporate interests of the organization; Develop a targeted action strategy and personnel policy, taking into account risks, costs and benefits; Identify team and individual motivators of human resource behavior, develop behavioral prediction techniques, and implement a complete human resource management cycle;
- C. To plan independently and conduct practical research in the field of human resource management, observing specific organizational behavior, presenting reasoned conclusions based on the results obtained and analyzed, and discussing them with the academic and professional community;
- D. To be focused on creating a system of organizational culture that contributes, on the one hand, to the continuous development and success of the institution, on the other hand, to create a fair and healthy environment for employees, their professional development and career advancement in a rapidly changing, complex, multidisciplinary environment

Learning Outcomes

Knowledge and Understanding

A graduate:

1.1 Has problem-based knowledge of personnel policy planning, staff recruitment, selection, retention and motivation, determination of remuneration and labor compensation, organization of labor law and safe working conditions, employment and labor market policies, performance appraisal and professional development, future careers Employment Branding, Predicting Gen-Z Generation Behavior in the Modern Labor Market, and Talent Management System in the Digital Transformation Process; Recognizes the peculiarities of conflict management and mediation, social responsibility, leadership theories and mentoring relationships both in the process of compatibility of personal

	incentives with the strategic interests of the organization, as well as in the realization of the long-term development perspective of the organization.
Skills	<p>Graduate:</p> <p>2.1. In order to establish trusting relationships and organizational culture, evaluates a specific organizational situation based on modern concepts of human resource management, critical analysis of information and innovative synthesis, identifies existing problems and risk factors, seeks innovative ways to overcome them, A personnel policy that is naturally compatible with core values and makes appropriate strategic decisions;</p> <p>2.2. Establishes a modern organizational culture and personnel recruitment system based on the common interests of the organization and employees, creates a strategy for retaining and professional growth of employees, as well as attracting and identifying talents, evaluates the efficiency of performance in terms of costs and benefits; Works on the principle of teamwork, rationally distributes time and tasks in the group, evaluates the contribution of teamwork and the incentive system for the successful functioning of the organization; shows work attitudes and takes into account the psycho-social risks of work stress;</p> <p>2.3. Critically analyzes and evaluates the prospects and expediency of the introduction of international standards in labor relations, prepares organizational and individual documents and job descriptions related to labor relations;</p> <p>2.4. Plans and conducts practical research independently in the field of human resource management using the latest methods and interdisciplinary approaches, adhering to the principles of academic integrity and ethics; discusses current issues in human resource management, formulates research results and conclusions, which are presented to the academic and professional community with an appropriate degree of independence, adherence to academic ethics standards and the use of modern communication technologies.</p>

Responsibility and Autonomy	<p>Graduate</p> <p>3.1. Considering the competencies acquired in human resource management and by implementing innovative strategic approaches in practice, will adapt to a complex, multidisciplinary, changing organizational environment; Also, independently for the purpose of continuous professional development, conducts the evaluation and development process of its own and employees' capabilities, adhering to the principles of good faith, ethics and collegiality.</p> <p>3.2. Takes responsibility for the activities and professional development of the team members through the development and implementation of career management systems; Provides social responsibility in the process of planning and implementing the strategic development of the organization.</p>
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Programme Volume with Credits

120 ECTS (4 semesters. One semester covers 18 weeks. One academic year consists of 2 semesters and includes an average of 60 ECTS credits, depending on the features of the educational program and / or the student's individual curriculum, the number of credits per year may be less than 60 or more, but not more than 75 (One credit = 25 astronomical hours).

Field of Employment

The acquired knowledge, awareness of responsibility and developed skills in the learning process will give the graduate the opportunity to be employed in public and private companies, in the civil service, in non-governmental and international organizations, as a specialist in human resource management or employment promotion service. or as a middle and senior manager, consultant and analyst.

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