

Course descriptions

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COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KEF/011ME/10		Course title: Banking				
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 12s Form of the course: combined						
Number of credits: 3						
Recommended semester: 4.						
Educational level: II.						
Prerequisites:						
Course requirements:						
Learning outcomes: By completing the subject, the student gets an overview of the management of the assets and liabilities of the commercial bank and the role of the commercial bank capital as well as the banking supervision.						
Class syllabus: 1. The role of money in the development (or bankruptcy?) of the modern state. 2. Importance of banking and its functions - emission, distribution, redistribution, savings 3. Basic types of banking systems - one-stage, two-stages banking system 4. Banking Methods - Universal, Separate, Mixed Banking 5. Representations, branches, subsidiaries of CB - representation, Branch, Sales Representative, Daughter 6. Banking in the EU - EC Directive on banking 7. Regulatory Authorities in the SR - Legislative Arrangement - Laws 8. Commercial Bank Capital - TIER 1, TIER 2, TIER 3, - Features 9. Basel Agreements - BASEL 1, BASEL2, BASEL 3. 10. The impact of the central bank on commercial banks - PMR sources, automated operations 11. European System of Central Banks - ESCB, Eurosystem, ECB, Banking Union 12. Riteil banking - bank clients, products, services, distribution 13. Electronic banking - product types, product packages, advantages						
Recommended literature:						
Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 162						
A	ABS	B	C	D	E	FX
71,6	0,0	17,9	5,56	0,0	0,62	4,32

Lecturers: doc. Ing. Viera Sysáková, CSc., Mgr. Martin Vozár, PhD., Mgr. Lucia Paškrtová, PhD., prof. RNDr. Jozef Komorník, DrSc.

Last change: 23.02.2018

Approved by:

COURSE DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KMn/044ME/12	Course title: Business Ethic for Personnel Management
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 16s Form of the course: combined	
Number of credits: 3	
Recommended semester: 1.	
Educational level: II.	
Prerequisites:	
Course requirements: 50 % continuous evaluation + 50 % evaluation in exam period. 50 % – written exam. Continuous evaluation regards case studies solution and active in-class participation during lectures. For the „A“ evaluation 91 points at least are needed, for the „B“ evaluation 81 points at least are needed, for the „C“ evaluation 73 points at least are needed, for the „D“ evaluation 66 points at least are needed, for the „E“ evaluation 60 points at least are needed. Scale of assessment (preliminary/final): 50/50	
Learning outcomes: Students will learn how to identify ethical issues in the sphere of human resource management as well as how to solve these issues on a scientific level. Students will gain skills of how to apply acquired ethical knowledge into the praxis through solution of case studies and ethical-economic dilemmas.	
Class syllabus: 1. Main ethical theories in HRM 2. Managerial ethics as ethics of a profession 3. Ethical aspects of HRM 4. Ethical aspects of the relationship between employers and employees 5. Discrimination in work relations 6. Ethical issues of dismissing of employees 7. Justice in compensation 8. Forming of ethical interpersonal relations at workplace 9. Whistle-blowing 10. Essence and significance of code of ethics	
Recommended literature: Crane A., Matten, D. (2010). Business Ethics: Managing Corporate Citizenship and Sustainability in the Age of Globalization. Oxford: Oxford University Press. Remišová, A. (2011). Vademecum of Business Ethics. Bratislava : Sprint dva,	
Languages necessary to complete the course:	

English language						
Notes:						
Past grade distribution						
Total number of evaluated students: 258						
A	ABS	B	C	D	E	FX
32,56	0,0	23,64	18,22	7,75	12,02	5,81
Lecturers: prof. PhDr. Anna Remišová, CSc., doc. Mgr. Anna Lašáková, PhD.						
Last change: 06.07.2016						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KMn/008ME/00		Course title: Communication in Management				
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 16s Form of the course: combined						
Number of credits: 3						
Recommended semester: 3.						
Educational level: II.						
Prerequisites:						
Course requirements: A - at least 91% , B - at least 81%, C - at least 73%, D - at least 66% , E - at least 60%. Scale of assessment (preliminary/final): 30/70						
Learning outcomes: The business world needs competent communicators. This course will teach students how to understand the fundamentals of successful business communication, how to make good presentations; and to deal with cross-cultural communication issues and problems, how to prepare effective meetings.						
Class syllabus: Introduction Communication in organizations - type, tools.. Barriers of effective communication in organizations Interpersonal communication and active listening Interview Assertiveness in interpersonal interaction Intercultural differences Presentation skills Effective negotiations and meetings.						
Recommended literature: Sulíková, R.: Psychológia pre manažérov.Kartprint. Bratislava, 2012. Thill, J. V., Boveé, C. L.: Business Communication Essentials. Pearson. New Yersey, 2012. Novák, T., Capponi, V: Asertivně do života. Grada , 2004. Khelerová, V.: Komunikační a obchodní dovednosti manažéra. Grada. Praha, 1999. Whetten, D. A., Cameron, K. S.: Developing management skills. Adison -Wesley Educational Publishers Inc. New York, 1998.						
Languages necessary to complete the course: Slovak and English						
Notes:						
Past grade distribution Total number of evaluated students: 2308						
A	ABS	B	C	D	E	FX
26,08	0,0	20,06	21,1	14,95	16,51	1,3

Lecturers: doc. PhDr. Rozália Sulíková, PhD., doc. PhDr. Magdaléna Samuhelová, CSc.
Last change: 27.02.2018
Approved by:

COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KMn/059ME/00		Course title: Compensation Systems				
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 16s Form of the course: combined						
Number of credits: 6						
Recommended semester: 3.						
Educational level: II.						
Prerequisites:						
Course requirements:						
Learning outcomes:						
Class syllabus:						
Recommended literature:						
Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 476						
A	ABS	B	C	D	E	FX
26,26	0,0	36,13	22,69	8,61	4,2	2,1
Lecturers: prof. Ing. Ľubica Bajžíková, PhD., Mgr. Zuzana Kirchmayer, PhD.						
Last change: 09.05.2018						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KMn/052ME/00		Course title: Conflict Solving				
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 12s Form of the course: combined						
Number of credits: 3						
Recommended semester: 4.						
Educational level: II.						
Prerequisites:						
Recommended prerequisites: Organisational Behaviour						
Course requirements:						
Learning outcomes:						
Class syllabus:						
Recommended literature:						
Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 347						
A	ABS	B	C	D	E	FX
54,18	0,0	25,36	13,26	3,46	2,02	1,73
Lecturers: Mgr. Zuzana Kirchmayer, PhD.						
Last change: 11.02.2018						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KMn/099ME/12	Course title: Current Trends in Practice Management
Educational activities: Type of activities: seminar Number of hours: per week: per level/semester: 12s Form of the course: combined	
Number of credits: 3	
Recommended semester: 4.	
Educational level: II.	
Prerequisites:	
Course requirements: 100% Case study presentation Scale of assessment (preliminary/final): 100/0	
Learning outcomes: The aim is to give the graduate CUFM students the opportunity to get the first-hand information about present trends in the practice of management as an example from Slovnaft, a.s.	
Class syllabus: 1. Introduction to the course. Entrepreneurship in the oil refinery industry – specific features and trends. 2. Slovnaft's response to the industry's and global challenges. 3. Refinery I – managerial challenges in production. 4. Refinery II – management of production processes. 5. Logistics and management of BOPZ (i.e. Slovak acronym for work safety and health preservation at the workplace). 6. Financial management of the company I. 7. Financial management of the company II. 8. Trade. 9. Retail trade management in the time of crisis. 10. Basic rules of economic competition. 11. What is easier – to talk to the employees or to people from newspaper? Similarities and differences of internal and external communication in the strategically important company. 12. Human resource management I – Personnel management vs. HRM. 13. Human resource management II – Talent management	
Recommended literature: Slovnaft a.s. company sources.	
Languages necessary to complete the course: Slovak and English	
Notes:	

Past grade distribution						
Total number of evaluated students: 92						
A	ABS	B	C	D	E	FX
58,7	0,0	34,78	1,09	0,0	2,17	3,26
Lecturers: Mgr. Jana Fratričová, PhD., prof. Ing. Ján Rudy, PhD.						
Last change: 29.11.2017						
Approved by:						

STATE EXAM DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM/O2/09	Course title: Diploma Thesis Defence
Number of credits: 0	
Educational level: II.	
State exam syllabus:	
Last change:	
Approved by:	

COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KMk/003ME/10		Course title: Diploma Thesis Seminary (1)				
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 24s Form of the course: combined						
Number of credits: 3						
Recommended semester: 1.						
Educational level: II.						
Prerequisites:						
Course requirements:						
Learning outcomes:						
Class syllabus:						
Recommended literature:						
Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 2325						
A	ABS	B	C	D	E	FX
39,1	0,0	31,78	13,38	3,01	2,11	10,62
Lecturers: doc. JUDr. PhDr. Katarína Gubíniová, PhD.						
Last change: 02.06.2015						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KMk/004ME/10		Course title: Diploma Thesis Seminary (2)				
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 24s Form of the course: combined						
Number of credits: 3						
Recommended semester: 2.						
Educational level: II.						
Prerequisites:						
Course requirements:						
Learning outcomes:						
Class syllabus:						
Recommended literature:						
Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 2657						
A	ABS	B	C	D	E	FX
48,48	0,0	12,72	8,77	3,5	3,46	23,07
Lecturers: prof. Ing. Ľubica Bajžíková, PhD., Ing. Miroslav Baláž, PhD., Ing. Mgr. Peter Baláži, PhD., PhDr. Jana Barátová, Ing. Silvia Behanová, PhD., Mgr. Eleonóra Beňová, PhD., doc. RNDr. Mária Bohdalová, PhD., PaedDr. Jarmila Brtková, Mgr. Zuzana Kirchmayer, PhD., Ing. Miloslav Chalupka, PhD., doc. Mgr. Emília Charfaoui, CSc., prof. Ing. Božena Chovancová, PhD., Ing. Ľudovít Czírja, PhD., Mgr. Lucia Dobrucká, PhD., Ing. Peter Drábik, PhD., doc. Ing. Milan Fekete, PhD., Mgr. Jana Fratričová, PhD., doc. RNDr. Michal Greguš, PhD., prof. RNDr. Michal Greguš, PhD., doc. JUDr. Daniela Gregušová, CSc., doc. JUDr. PhDr. Katarína Gubíniová, PhD., Ing. Mária Hasprová, PhD., doc. Ing. Marie Hesková, CSc., PhDr. Marian Holienka, PhD., Mgr. Tomáš Hollý, PhD., Mgr. Juliet Horváthová Suleimanová, PhD., Ing. Jaroslav Hul'vej, PhD., Mgr. Jan Janac, PhD., doc. Ing. Jana Kajanová, PhD., Ing. Vincent Karovič, PhD., Mgr. Petronela Klačanská, PhD., doc. Ing. Jaroslava Kniežová, PhD., prof. RNDr. Jozef Komorník, DrSc., prof. RNDr. Magda Komorníková, CSc., Mgr. Janka Kottulová, PhD., RNDr. Zuzana Kovačičová, PhD., Mgr. Karolína Kubelová, PhD., Ing. Viera Kubičková, PhD., Mgr. Katarína Lacková, PhD., doc. Mgr. Anna Lašáková, PhD., PhDr. Daniela Majerčáková, PhD., MBA, doc. JUDr. Ján Matlák, CSc., Mgr. Miloš Mrva, PhD., Mgr. Trung Nguyen Kien, PhD., prof. JUDr. Daniela Nováčková, PhD., Mgr. František Olšavský, PhD., doc. Ing. Gabriela Pajtinková Bartáková, PhD., prof. Ing. Jozef Papula, PhD., doc. Ing. Ján Papula, PhD., doc. Ing. Emília Papulová, PhD., doc. Mgr. Zuzana						

Papulová, PhD., doc. PhDr. René Pawera, PhD., Mgr. Lucia Paškrťová, PhD., doc. JUDr. PhDr. Tomáš Peráček, PhD., prof. Ing. Anna Pilková, PhD., MBA, Mgr. Michaela Poláková, PhD., Ing. Vladimír Pčolinský, PhD., Ing. Andrea Rakytová Valentová, PhD., Ing. Katarína Remeňová, PhD., prof. PhDr. Anna Remišová, CSc., Mgr. Katarína Rentková, PhD., prof. Ing. Ján Rudy, PhD., doc. PhDr. Magdaléna Samuhelová, CSc., doc. RNDr. Darina Saxunová, PhD., Ing. Ľubica Sipková, PhD., doc. PhDr. Eva Smolková, CSc., doc. PhDr. Paulína Stachová, PhD., doc. Ing. Iveta Stankovičová, PhD., doc. Ing. Zuzana Stoličná, PhD., doc. Ing. Mgr. Ľubomíra Strážovská, PhD., doc. PhDr. Rozália Sulíková, PhD., doc. Ing. Viera Sysáková, CSc., Ing. Roland Takács, PhD., JUDr. Silvia Treľová, PhD., Mgr. Magdaléna Tvarožková, PhD., Mgr. Igor Tóth, PhD., Ing. Branislav Vančo, PhD., Mgr. Branislav Vargic, PhD., PhDr. Peter Veselý, PhD., Mgr. Lucia Vilčeková, PhD., Mgr. Martin Vozár, PhD., doc. PhDr. Dagmar Weberová, PhD., doc. Mgr. Stanislava Weidlichová Luptáková, PhD., doc. Mgr. Emil Wojčák, PhD., RNDr. Dušan Wunder, PhD., doc. Ing. Daniela Zemanovičová, CSc., doc. Dkfm. Hugo Zsolnai, Ing. Peter Árendáš, PhD., Ing. Viera Ölvecká, PhD., doc. PhDr. Helena Šajgalíková, PhD., prof. RNDr. Ing. Ľudomír Šlahor, CSc., doc. Ing. Daniela Špírková, PhD., prof. Mgr. Peter Štarchoň, PhD., doc. Ing. Antónia Štensová, CSc., Ing. Boris Štunc, CSc., Ing. Viola Šuterová, PhD., RNDr. Peter Švaňa, CSc., Mgr. Ján Rehák, PhD., Mgr. Andrea Gažová, PhD., Mgr. Peter Gál, PhD., doc. Ing. Mgr. Urban Kováč, PhD., Ing. Jaroslav Vojtechovský, PhD.

Last change:

Approved by:

COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KMk/005ME/10		Course title: Diploma Thesis Seminary (3)				
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 24s Form of the course: combined						
Number of credits: 3						
Recommended semester: 3.						
Educational level: II.						
Prerequisites:						
Course requirements:						
Learning outcomes:						
Class syllabus:						
Recommended literature:						
Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 2438						
A	ABS	B	C	D	E	FX
55,13	0,0	19,73	10,66	4,72	4,63	5,13
Lecturers: doc. Mgr. Emília Charfaoui, CSc., Mgr. Katarína Rentková, PhD., PhDr. Daniela Majerčáková, PhD., MBA, doc. Ing. Jana Kajanová, PhD., RNDr. Dušan Wunder, PhD., Mgr. Martin Vozár, PhD., PhDr. Gabriela Bérešová, PhD., doc. PhDr. René Pawera, PhD., prof. Ing. Božena Chovancová, PhD., prof. RNDr. Ing. Ľudomír Šlahor, CSc., doc. Ing. Viera Sysáková, CSc., doc. Ing. Zuzana Stoličná, PhD., doc. PhDr. Paulína Stachová, PhD., doc. RNDr. Darina Saxunová, PhD., prof. Ing. Anna Pilková, PhD., MBA, Mgr. Lucia Paškrtová, PhD., Ing. Viera Ölvecká, PhD., prof. JUDr. Daniela Nováčková, PhD., prof. RNDr. Magda Komorníková, CSc., prof. RNDr. Jozef Komorník, DrSc., PhDr. Peter Veselý, PhD., JUDr. Silvia Treľová, PhD., Ing. Roland Takács, PhD., doc. Ing. Jaroslava Kniežová, PhD., Ing. Vincent Karovič, PhD., prof. RNDr. Michal Greguš, PhD., doc. RNDr. Michal Greguš, PhD., Ing. Miloslav Chalupka, PhD., doc. RNDr. Mária Bohdalová, PhD., Mgr. Eleonóra Beňová, PhD., Ing. Miroslav Baláž, PhD., doc. Ing. Daniela Špirková, PhD., doc. PhDr. Helena Šajgalíková, PhD., doc. Mgr. Emil Wojčák, PhD., doc. PhDr. Rozália Sulíková, PhD., Mgr. Juliet Horváthová Suleimanová, PhD., prof. Ing. Ján Rudy, PhD., prof. PhDr. Anna Remišová, CSc., Mgr. Michaela Poláková, PhD., doc. Mgr. Anna Lašáková, PhD., Mgr. Jana Fratričová, PhD., Mgr. Zuzana Kirchmayer, PhD., prof. Ing. Ľubica Bajzíková, PhD., doc. PhDr. Eva Smolková, CSc., doc. Mgr. Zuzana Papulová, PhD., doc. Ing. Emília Papulová, PhD., prof. Ing. Jozef Papula, PhD., doc. Ing. Ján Papula, PhD., Mgr.						

Miloš Mrva, PhD., Mgr. Peter Gál, PhD., doc. Ing. Milan Fekete, PhD., Mgr. Lucia Vilčeková, PhD., Mgr. František Olšavský, PhD., prof. Mgr. Peter Štarchoň, PhD., doc. PhDr. Magdaléna Samuhelová, CSc., doc. JUDr. PhDr. Katarína Gubíniiová, PhD., doc. Ing. Mgr. Ľubomíra Strážovská, PhD., doc. Ing. Gabriela Pajtinková Bartáková, PhD., doc. PhDr. Dagmar Weberová, PhD., Mgr. Ing. Michal Šefara, PhD., doc. Ing. Iveta Stankovičová, PhD., doc. JUDr. Ján Matlák, CSc., Mgr. Janka Kottulová, PhD., Ing. Jaroslav Hul'vej, PhD., Ing. Viera Kubičková, PhD., Ing. Štefan Žák, PhD., MUDr. Dušan Drábik, Ing. Mária Hasprová, PhD., Ing. Boris Štunc, CSc., Mgr. Pavel Komorník, doc. RNDr. Ľudmila Gregušová, CSc., Mgr. Katarína Lacková, PhD., Mgr. Branislav Vargic, PhD., Ing. Andrea Rakytová Valentová, PhD., Mgr. Trung Nguyen Kien, PhD., prof. Ing. Kajetana Hontyová, PhD., prof. Ing. Felicita Chromjaková, PhD., doc. Ing. Antónia Štensová, CSc., Ing. Branislav Vančo, PhD., Ing. Peter Drábik, PhD., Ing. Mgr. Peter Baláži, PhD., Ing. Silvia Behanová, PhD., doc. Ing. Marie Hesková, CSc., Ing. Vladimír Pčolinský, PhD., Ing. Viola Šuterová, PhD., Mgr. Igor Tóth, PhD., Mgr. Tomáš Hollý, PhD., Ing. Katarína Remeňová, PhD., Ing. Martina Maňáková, PhD., doc. Ing. Michal Oláh, PhD., Ing. Ľubica Sipková, PhD., Mgr. Jan Janac, PhD., Ing. Peter Árendáš, PhD., doc. Ing. Daniela Zemanovičová, CSc., Mgr. Juraj Buchta, Mgr. Simona Kissová, PhD., Mgr. Petronela Klačanská, PhD., PhDr. Marian Holienka, PhD., doc. Olga Jurášková, PhD., doc. Ing. Jana Kotlebová, PhD., RNDr. Zuzana Kovačičová, PhD., Mgr. Jozef Metke, doc. JUDr. PhDr. Tomáš Peráček, PhD., Mgr. Veronika Plavčanová, PhD., MUDr. Edward Radzo, PhD., Mgr. Juraj Récky, PhD., PhDr. František Rácz, PhD., Mgr. Július Selecký, PhD., Ing. Jaroslav Vojtechovský, PhD., Mgr. Ľudmila Mitková, PhD., Mgr. Peter Mrázik, PhD., doc. Ing. Mgr. Urban Kováč, PhD., Mgr. Petra Milošovičová, PhD.

Last change: 02.06.2015

Approved by:

COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KMk/006ME/10		Course title: Diploma Thesis Seminary (4)				
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 24s Form of the course: combined						
Number of credits: 6						
Recommended semester: 4.						
Educational level: II.						
Prerequisites:						
Course requirements:						
Learning outcomes:						
Class syllabus:						
Recommended literature:						
Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 2448						
A	ABS	B	C	D	E	FX
57,27	0,0	20,92	9,15	3,8	2,17	6,7
Lecturers: Mgr. Janka Kottulová, PhD., Mgr. Jan Janac, PhD., Ing. Viera Ölvecká, PhD., PhDr. Daniela Majerčáková, PhD., MBA, JUDr. Silvia Treľová, PhD., prof. Ing. Jozef Papula, PhD., prof. RNDr. Magda Komorníková, CSc., RNDr. Dušan Wunder, PhD., doc. PhDr. Paulína Stachová, PhD., prof. PhDr. Anna Remišová, CSc., prof. Ing. Ján Rudy, PhD., prof. Ing. Ľubica Bajzíková, PhD., prof. RNDr. Jozef Komorník, DrSc., doc. RNDr. Michal Greguš, PhD., doc. RNDr. Darina Saxunová, PhD., PhDr. Peter Veselý, PhD., doc. PhDr. Helena Šajgalíková, PhD., Mgr. Peter Gál, PhD., Mgr. Miloš Mrva, PhD., Mgr. Martin Vozár, PhD., Mgr. Lucia Paškrťová, PhD., Mgr. Lucia Vilčeková, PhD., doc. JUDr. PhDr. Katarína Gubíniiová, PhD., Mgr. Zuzana Kirchmayer, PhD., Mgr. Michaela Poláková, PhD., Mgr. Juliet Horváthová Suleimanová, PhD., Mgr. Jana Fratričová, PhD., doc. Mgr. Emil Wojčák, PhD., doc. Mgr. Anna Lašáková, PhD., Mgr. Eleonóra Beňová, PhD., doc. Mgr. Zuzana Papulová, PhD., Ing. Jaroslav Hul'vej, PhD., doc. Ing. Ján Papula, PhD., Ing. Vincent Karovič, PhD., Ing. Roland Takács, PhD., Ing. Miloslav Chalupka, PhD., Ing. Miroslav Baláž, PhD., doc. Ing. Jaroslava Kniežová, PhD., doc. Ing. Zuzana Stoličná, PhD., doc. Ing. Milan Fekete, PhD., doc. PhDr. Eva Smolková, CSc., doc. Ing. Emília Papulová, PhD., doc. Ing. Jana Kajanová, PhD., prof. JUDr. Daniela Nováčková, PhD., doc. Ing. Viera Sysáková, CSc., prof. Ing. Anna Pilková, PhD., MBA, doc. PhDr. Rozália Sulíková, PhD., doc. Ing. Daniela Špírková, PhD., doc. PhDr. Magdaléna Samuhelová, CSc., prof. RNDr. Michal Greguš, PhD., prof.						

Mgr. Peter Štarchoň, PhD., doc. Ing. Mgr. Ľubomíra Strážovská, PhD., Mgr. František Olšovský, PhD., doc. Ing. Gabriela Pajtinková Bartáková, PhD., doc. RNDr. Mária Bohdalová, PhD., doc. Mgr. Emília Charfaoui, CSc., doc. Mgr. Stanislava Weidlichová Luptáková, PhD., PaedDr. Jarmila Brtková, Ing. Ľudovít Czírja, PhD., doc. PhDr. Dagmar Weberová, PhD., Mgr. Ing. Michal Šefara, PhD., prof. RNDr. Ing. Ľudomír Šlahor, CSc., doc. JUDr. Ján Matlák, CSc., prof. Ing. Božena Chovancová, PhD., doc. PhDr. René Pawera, PhD., Mgr. Petronela Klačanská, PhD., Mgr. Igor Tóth, PhD., prof. Ing. Kajetana Hontyová, PhD., Mgr. Pavel Komorník, Mgr. Trung Nguyen Kien, PhD., Mgr. Branislav Vargic, PhD., Ing. Viola Šuterová, PhD., Ing. Andrea Rakytová Valentová, PhD., Ing. Štefan Žák, PhD., Ing. Silvia Behanová, PhD., Ing. Mária Hasprová, PhD., Ing. Branislav Vančo, PhD., Ing. Mgr. Peter Baláži, PhD., Ing. Peter Drábik, PhD., Ing. Viera Kubičková, PhD., Ing. Vladimír Pčolinský, PhD., doc. RNDr. Ľudmila Gregušová, CSc., doc. Ing. Marie Hesková, CSc., prof. Ing. Felicita Chromjaková, PhD., doc. Dkfm. Hugo Zsolnai, PhDr. Jana Barátová, Mgr. Karolína Kubelová, PhD., Mgr. Magdaléna Tvarožková, PhD., Mgr. Katarína Lacková, PhD., Mgr. Tomáš Hollý, PhD., Ing. Katarína Remeňová, PhD., Ing. Martina Maňáková, PhD., Ing. Ľubica Šipková, PhD., Ing. Boris Štunc, CSc., doc. Olga Jurášková, PhD., doc. Ing. Iveta Stankovičová, PhD., Ing. Peter Árendáš, PhD., Mgr. Juraj Buchta, Mgr. Simona Kissová, PhD., PhDr. Marian Holienka, PhD., doc. Ing. Jana Kotlebová, PhD., RNDr. Zuzana Kovačičová, PhD., Mgr. Ľudmila Mitková, PhD., Mgr. Jozef Metke, doc. JUDr. PhDr. Tomáš Peráček, PhD., Mgr. Veronika Plavčanová, PhD., MUDr. Edward Radzo, PhD., Mgr. Juraj Récky, PhD., PhDr. František Rácz, PhD., doc. Ing. Daniela Zemanovičová, CSc., Mgr. Július Selecký, PhD., Ing. Jaroslav Vojtechovský, PhD., Mgr. Katarína Rentková, PhD., doc. Ing. Mgr. Urban Kováč, PhD.

Last change: 02.06.2015

Approved by:

COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KEF/086ME/00		Course title: Economy Processes Modelling				
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 24s Form of the course: combined						
Number of credits: 6						
Recommended semester: 2.						
Educational level: II.						
Prerequisites:						
Course requirements:						
Learning outcomes:						
Class syllabus:						
Recommended literature:						
Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 2355						
A	ABS	B	C	D	E	FX
32,4	0,0	21,61	18,77	9,68	8,03	9,51
Lecturers: prof. RNDr. Michal Greguš, PhD., doc. RNDr. Ján Pekár, PhD., doc. RNDr. Mária Bohdalová, PhD.						
Last change: 19.02.2017						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KEF/033ME/00	Course title: Financial Accounting
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 16s Form of the course: combined	
Number of credits: 6	
Recommended semester: 1.	
Educational level: II.	
Prerequisites:	
Recommended prerequisites: Principles of Financial Accounting	
Course requirements: Case studies - 40% Scale of assessment (preliminary/final): 40/60	
Learning outcomes: Student will be able to compile, interpret and analyze the financial statements prepared in accordance with IFRS and US GAAP after completing the course.	
Class syllabus: 1. Financial accounting – objectives, functions, conceptual framework of US.GAAP, cash and accrual basis of accounting 2. Financial statements- Balance sheet, Income Statement, Cash Flow, The statement of shareholders' equity – basic characteristics 3. Earnings management, Earnings of the higher and lower quality, Realization and matching principle, accrual basis of accounting 4. Current assets – Cash and Cash equivalents, receivables 5. Inventories 6. Long term assets 7. Short-term and long-term investments 8. Current Liabilities 9. Long-term Liabilities and Reserves 10. Lease - operational and financial 11. Shareholders' Equity 12. Multistep-income statement and its distribution, EPS, P/E 13. Dividends – cash and stock dividends	
Recommended literature: 1. Paul D. Kimmel, Jerry J. Weygandt, Donald E. Kieso- Financial Accounting: Tools for Business Decision Making, WileyPLUS, 7th Edition, 2013	

2. Saxunová, D.: Financial Accounting : – Financial Statements Under US GAAP and IFRS.
Prague:
Wolters Kluwer, 2014.
3. Revsine: Financial Statement and Analysis, Prentice Hall, 4th edition, 2009
4. www.ifrs.org, www.fasb.org.

Languages necessary to complete the course:

English

Notes:

Past grade distribution

Total number of evaluated students: 627

A	ABS	B	C	D	E	FX
14,67	0,0	18,66	19,3	16,11	19,78	11,48

Lecturers: doc. RNDr. Darina Saxunová, PhD.

Last change: 12.03.2018

Approved by:

STATE EXAM DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KEF/S03/09	Course title: Financial Management
Number of credits: 0	
Educational level: II.	
State exam syllabus:	
Last change:	
Approved by:	

COURSE DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KEF/037ME/00	Course title: Financial Management
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 24s Form of the course: combined	
Number of credits: 6	
Recommended semester: 1.	
Educational level: II.	
Prerequisites:	
Course requirements: The prerequisite for this class is a passing grade in Introduction to Financial Management. Therefore, it is expected that students will be comfortable with the following topics: Capital asset pricing model (CAPM), calculation of present/future value, value of bond, security market line (SML), comparative analysis and trend analysis, Du Pont system, Dividend Discount Model, Weighted average cost of capital (WACC) and evaluation of capital investments (NPV, IRR, MIRR, PP). Scale of assessment (preliminary/final): 50/50	
Learning outcomes: This is an advanced course in financial management and in corporate finance. The course has three main objectives: 1) Develop an understanding of the tools that are used to analyze firm's risk and how to calculate and determine fundamental value of a company. 2) Understand the advanced issues involved in how to use concepts of Effective Capital Structures in corporate finance, how to use concepts of the Working Capital Management. 3). Understand the advanced issues involved in why the financial markets are very important and integral part of global economy, and why H. Markowitz's Modern Portfolio Theory (MPT) is still actual. Emphasis will be placed on appreciating the limitations and challenges that are faced when applying the theoretical framework of corporate finance to real world problems.	
Class syllabus: Class Syllabus: Ch 2 – Financial statements + Ch 3 - Analysis of financial statements (Introduction to Financial management, repeating): ratio indicators, indicators of liquidity, liability, turnover, profitability, market value, analysis of cash flows, comparative analysis and trend analysis, some problems of financial statements analysis, Altman model, Taffler model, economic added value, Liquidity ratios, Asset management ratios, Profitability ratios, Market value ratios, Trend analysis, Du Pont system, Horizontal and Vertical financial analysis, Benchmarking. Ch 4 - Time value of money + Ch 5 - Bonds, Bond Valuation, and Interest Rates (Introduction to Financial management, repeating): future value, present value, annuity, perpetuity, effective annual	

rate (EAR), short time periods, continuous interest, continuous discount, general pricing model, types and basic attributes of securities, present value of bond, yield to maturity (YTM), yield to call (YTC), interest and reinvestment risk of bonds, bond duration.

Ch 6 - Risk and return + Ch 7 - Stocks, Stock Valuation (Introduction to Financial management, repeating): financial assets and their risks, desired yield, expected yield, realized yield, measurement of isolated risk, portfolio's risk, diversification and volatility of investment portfolios, diversified and non-diversified risk, beta coefficient, security market line (SML), effective set, indifferent curves, optimal portfolio, capital asset pricing model (CAPM), capital market line (CML), arbitrage pricing theory (APT), hypothesis of effective markets, intrinsic value of a share of stock, present value of the stream of dividends, expected rate of return on a constant growth stock, supernormal growth stock, horizon (terminal) value, value of a share of perpetual preferred stock, Efficient Markets Hypothesis (EMH), Equilibrium.

Ch 9 – Cost of Capital + Ch 10 - Evaluation of capital investments (Introduction to Financial management, repeating): Weighted average cost of capital (WACC), component cost of debt, marginal costs of capital, cost of common equity, CAPM approach, DCF approach, risk-free rate, various factors affect a firm's cost of capital, market or Beta risk, risk-adjusted cost of capital, project's classification, methods of project's evaluation, maturity of projects, Net present value of project (NPV), Internal rate of return of project (IRR), Profitability index of project, Modified IRR of project (MIRR), present value of future costs, project's financing.

Ch 11 – Cash Flow Estimation and Risk Analysis: Stand-alone risk, Sensitivity analysis, scenario analysis, Monte Carlo simulation, risk-adjusted discount rate or project cost of capital, growth option, staged decision-tree analysis.

Ch 12 – Financial Planning and Forecasting Financial Statements: Forecasted financial statements (FFS) method, Additional funds needed (AFN) equation, sales growth rate, economies of scale.

Ch 13 – Corporate Valuation, Value-Based Management and Corporate Governance: Corporate assets, operating assets, Growth options, Financial or non-operating assets, value of operations, terminal or horizon value, corporate valuation model, value of equity, Value-based management, value drivers, Expected return on invested capital (EROIC), Corporate governance, Managerial entrenchment, Nonpecuniary benefits.

Ch 15 – Capital Structure Decisions: optimal capital structure, target capital structure, Business risk, Financial leverage, Financial risk, Operating leverage.

Ch 16 – Working Capital Management: Net working capital, Net operating working capital, relaxed working capital policy, restricted working capital policy, inventory conversion period, average collection period, payables deferral period, cash conversion cycle (CCC), inventory management, account receivable, aging schedule, days sales outstanding (DSO).

Ch 24 – Portfolio Theory, Asset Pricing Models, and Behavioral Finance: Modern Portfolio Theory (MPT), feasible set, efficient portfolio, optimal portfolio, indifference curve, efficient set, Capital Asset Pricing Model (CAPM), Capital Market Line (CML), Security Market Line (SML), beta coefficient, market risk, variability, Arbitrage Pricing Theory (APT), Fama-French three-factor model, Behavioral finance.

Recommended literature:

Brigham, E. F., Ehrhardt, M. C.: Financial Management, 11th Edition, Thomson, South-Western, 2005
 Brealey, R. A., Myers, S. C.: Principles of Corporate Finance, 7th Edition, McGraw Hill, 2003
 Vlachynský, K., Král'ovič, J.: Finančný manažment, Elita, 2004

Languages necessary to complete the course:

English

Notes:

Past grade distribution						
Total number of evaluated students: 2366						
A	ABS	B	C	D	E	FX
35,97	0,0	24,26	13,02	6,55	13,27	6,93
Lecturers: prof. RNDr. Jozef Komorník, DrSc., Mgr. Martin Vozár, PhD., prof. RNDr. Ing. Eudomír Šlahor, CSc.						
Last change: 12.03.2018						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KEF/072ME/10	Course title: Financial Markets and Institutions
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 16s Form of the course: combined	
Number of credits: 3	
Recommended semester: 2.	
Educational level: II.	
Prerequisites:	
Recommended prerequisites: Banking, Corporate Finance, Investment Banking	
Course requirements:	
Learning outcomes: The subject deals with the characteristics of individual securities of the money and capital market, their legal security and various transactions with them. It deals with the valuation and evaluation of the holdings of individual securities. It also explains the basic characteristics of the derivative market in relation to securities. The main institutions of the financial market (outside banks), such as management companies, pension funds, stock exchanges, securities traders, are also involved in the subject.	
Class syllabus: Financial system and its components. Financial intermediaries. Financial Market Instruments. Institutions in the financial market and their functions. New Trends in the Development of Financial Markets. Securities - characteristics, classification and legislation in our country. The problem of dematerialisation of securities and immobilisation. Financial crises. Mechanism of money market functioning. Interbank market and its forms. Treasury bills, the reasons for their issue, trading patterns. Types of auctions with ŠPP, repo deals with ŠPP. Change as the most common money market instrument. Legislative adjustment of the bill as a security. Deposit certificates as securities of commercial banks. Commercial papers of business entities. The capital market and its instruments. Bond market by issuer and yield. Government bonds - their issue - state debt. Rating as a sign of the credibility of the quality of the bond. Basic Criteria for Ratings - Economic, Political Risk. Obligations of territorial units. Corporate and bank bonds. Bonds and Market Risks in the Bond Market Action Market. Tribe, priority stocks. Stock indices. Fundamental analysis on equity markets. Macro-level analysis and factors affecting the stock market. Share valuation from Microanalysis. Technical analysis and its tools. Psychological analysis. The theory of bubbles in stock markets. Derivatives on financial markets. Forward and its essence. Futures and its specifics. Swaps on various financial assets. Options and option contracts. Trading on stock markets - Types of business, trading platforms and traders. Collective investment issues. Advantages and risks of diversification in collective investment. Collective Investment Securities - Investment Certificates	

and Units. Pension funds and their investment in the capital markets. Legislative conditions for collective investment in our country.						
Recommended literature: Chovancová, B. a kol. : Financial Market - Instruments, Transactions, Institutions, IURA Edition, Bratislava 2006 Kohout, P.: Investment Strategy for the Third Millennium, Grada, Prague 2008 Jílek, J.: Financial Markets and Investments, Grada, Prague 2008 Chovancová, B., Bačišin, V. : Collective Investment, IURA Edition, Bratislava 2005 Musílek, P. : Analysis of Securities, Grada, Prague 2004 Jílek, P. : Financial Markets, Grada, Prague 2002						
Languages necessary to complete the course: English						
Notes:						
Past grade distribution Total number of evaluated students: 478						
A	ABS	B	C	D	E	FX
59,0	0,0	18,2	7,74	4,6	2,09	8,37
Lecturers: prof. RNDr. Magda Komorníková, CSc., Mgr. Martin Vozár, PhD., prof. RNDr. Ing. Ľudomír Šlahor, CSc.						
Last change: 12.03.2018						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KEF/189ME/12		Course title: Financial management - Seminar				
Educational activities: Type of activities: seminar Number of hours: per week: 2 per level/semester: 28 Form of the course: combined						
Number of credits: 3						
Recommended semester: 1.						
Educational level: II.						
Prerequisites:						
Course requirements:						
Learning outcomes:						
Class syllabus:						
Recommended literature:						
Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 302						
A	ABS	B	C	D	E	FX
47,68	0,0	33,44	9,6	3,97	3,31	1,99
Lecturers: PhDr. Daniela Majerčáková, PhD., MBA						
Last change:						
Approved by:						

STATE EXAM DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KMn/S02/09	Course title: Human Resources Management
Number of credits: 0	
Educational level: II.	
State exam syllabus:	
Last change:	
Approved by:	

COURSE DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KEF/167ME/10	Course title: International Finance
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 12s Form of the course: combined	
Number of credits: 3	
Recommended semester: 2.	
Educational level: II.	
Prerequisites:	
Course requirements: In order to successfully complete the subject, active participation in lectures and exercises is required to the subject, participation in the continuous test, passing a presentation on a chosen theme and participation in the final exam. Scale of assessment (preliminary/final): Scale of assessment (preliminary/final): Criteria of the subject' s evaluation are following: Theseminar assessment consists of 30% of the subject including the presentation about selected topicfrom the syllabus (10%), individual work on lessons and case studies (10%) and midterm test(10%). The result of the final written examination is 70%, the test consisting of a 40% theoreticalpart and a case study and practical application of 30%.	
Learning outcomes: Graduates of International Finance will get the overview of practical issues related to the international business environment, financial institutions, markets and investment opportunities. By solving case studies considering topics of international organizations, currency exchange rates, stock exchanges, etc., they will also learn to use knowledge from the Bachelor's degree in practice. They will be able to think abstractly and analytically about the issues of international business, international finance, management, and related issues.	
Class syllabus: International Financial Environment. International companies, their creation, development and strategic goals. International monetary system, its historical development, its current state and prospects. Balance impact and exchange rates. Exchange rate parity conditions. International Monetary Markets. Spot, forward, option and swap market. Monetary risk measurement and management. Transactional, operational and accounting risk. Interest rate risk and interest rate swaps. Global capital cost and capital structure. Gathering debt and equity capital on international markets. Direct and portfolio international investment. Fund transfers within international companies. Managing active capital. Export and import financing. Performance evaluation of international company components. European Monetary Integration. Action Plan for EU Financial Markets. Regulatory framework for EU financial institutions.	
Recommended literature: Literatúra:	

Eiteman, D., K., Stonehill, A., I., Moffett, M., H.: Multinational Business Finance. Addison Wesley, 2001
Komorník, J. a kol. : Medzinárodné a európske financie. FM UK Bratislava, 1998

Languages necessary to complete the course:

English

Notes:

Past grade distribution

Total number of evaluated students: 215

A	ABS	B	C	D	E	FX
76,74	0,0	17,67	2,79	0,0	0,47	2,33

Lecturers: prof. RNDr. Magda Komorníková, CSc., prof. RNDr. Jozef Komorník, DrSc., Mgr. Martin Vozár, PhD., prof. RNDr. Ing. Ľudomír Šlahor, CSc.

Last change: 13.03.2018

Approved by:

COURSE DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KMn/022ME/00	Course title: International Human Resource Management
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 16s Form of the course: combined	
Number of credits: 6	
Recommended semester: 2.	
Educational level: II.	
Prerequisites:	
Course requirements: Preliminary Assessment: Academic paper (50%) Final Assessment: Written Exam (50%) Scale of assessment (preliminary/final): 50/50	
Learning outcomes: Students familiarize with the major of human resource management (HRM) functions within the supranational companies, with the focus on different apprehension of the employment relations in selected countries.	
Class syllabus: Introduction to European HRM Industrial Relations in Europe Employee Participation and Work Councils Flexible Forms of Work Organization HRM in Selected Countries (Germany, Great Britain, France, Italy. Middle Europe: Czech Republic, Slovakia, Slovenia, Hungary, Poland. Asia: selected country) and their comparison. Student presentations.	
Recommended literature: Bajžíková, Ľ. - Búciová, Z. 2012. Medzinárodný manažment ľudských zdrojov. UK. Scholz Ch. – Böhlm, H.: Human Resource Management in Europe (Comparative analysis and contextual understanding). Routledge. 2008. Hollinshead, G. – Leat, M.: Human Resource Management (an international and comparative perspective on the employment relationship). Pitman Publishing. 1994. Kirkbride, P.S.: Human Resource Management in Europe (perspectives for the 1990's). Routledge. 1994. Sparrow, P. – Hiltrop, J.M. European Human Resource Management in Transition. Prentice Hall. 1994. Journal of HRM, Bratislava, Faculty of Management, Slovakia 2008-2018.	

Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 534						
A	ABS	B	C	D	E	FX
26,97	0,0	26,59	22,85	9,36	4,68	9,55
Lecturers: prof. Ing. Ľubica Bajžíková, PhD., Mgr. Zuzana Kirchmayer, PhD.						
Last change: 09.05.2018						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KEF/053ME/00	Course title: Investment Analysis
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 16s Form of the course: combined	
Number of credits: 6	
Recommended semester: 3.	
Educational level: II.	
Prerequisites:	
Course requirements: Scale of assessment (preliminary/final): 50/50	
Learning outcomes: The aim of the subject is to deepen student's knowledge about financial markets, its problems and risks, as well as about some products, which are tradeable at those markets. The purpose of the course is also familiarization of basic methods and techniques of investing to stocks and bonds	
Class syllabus: International financial management: purchasing power parity, unsecured interest rate parity, term parity, covered interest rate parity, yield of investment in foreign country, effect of global diversification, examples of global investment strategies, financial markets correlation. Acquisition and mergers: some reasons for acquisitions and mergers, tactics and defence during mergers and acquisitions, forms of business combinations, structure of supply for take over, tasks of investment banks during mergers and acquisitions. Financial risks: types of financial risks, value at risk (VaR), measurement of interest risk by VaR, surveying of interest positions, VaR and diversification effects, VaR of investment portfolios, project's impact on VaR, cash-flow at risk (CaR). Financial derivatives and hedging of risks: basic types of financial derivatives, standardization of financial derivatives, long- and short- position, term-contracts pricing, hedging of open positions, risk factors, examples of complicated hedging techniques, option parity, replication of option position, option pricing methods, riskless arbitrage, dynamic data-hedging, sensitivity parameters, interest and currency swap. Duration and immunization: yield curves and interest structures, Macaulay duration, present value effect and reinvesting effect while investing to bonds, modified duration, effective duration and key-rate duration, immunization of open bond positions.	
Recommended literature: 1. Komorník J., Majerčáková D., Husovská M.: Finančný manažment, Kartprint 2011 2. Brigham, E. F., Ehrhardt, M. C.: Financial Management, 13th Edition, Thomson, South-Western, 2005 3. Z.S.Blaha, I.Jindřichovská: „Opce, swapy, futures – deriváty finančního trhu“, 2. vydanie, Management Press, Praha 1997, ISBN: 80-85943-29-8	

4. Prednáška „Investičné analýzy“ Odporúčaná: Brealey, R. A., Myers, S. C.: Principles of Corporate Finance, 7th Edition, McGraw Hill, 2003						
Languages necessary to complete the course: English						
Notes:						
Past grade distribution Total number of evaluated students: 553						
A	ABS	B	C	D	E	FX
51,18	0,0	19,35	10,85	9,58	7,59	1,45
Lecturers: prof. RNDr. Ing. Ľudomír Šlahor, CSc., prof. RNDr. Jozef Komorník, DrSc., Mgr. Martin Vozár, PhD., Mgr. Martina Jurčíková Romanová, PhDr. Daniela Majerčáková, PhD., MBA						
Last change: 09.03.2018						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KMn/011ME/10	Course title: Leadership
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 12s Form of the course: combined	
Number of credits: 3	
Recommended semester: 4.	
Educational level: II.	
Prerequisites:	
Course requirements: 100 % evaluation during semester entails: active in-class participation. in-class written tasks (short quizzes, test), research project. Scale of assessment (preliminary/final): 100/0 Scale of assessment (preliminary/final): 100/0	
Learning outcomes: The aim of this course is to provide students with new and up-to-date knowledge from the sphere of leadership. The course derives from Organizational behaviour as well as HRM. Students will gain deeper understanding of the nature of leadership as one of managerial functions and will develop competencies that are tied to the effective leading of subordinates. They will adopt practical manuals of how to effectively lead subordinates. They will internalize new knowledge through case studies analysis and active self-reflection and self-evaluation.	
Class syllabus: 1. Introduction to the leadership studies. 2. Followers of the leader. How to become an effective member of the team. 3. Personality traits of effective leaders. 4. Charismatic (values oriented) and transformational leadership. 5. Participative and directive style of leadership. People-oriented and task-oriented leaders. 6. Situational approaches to leadership. Leader and leadership in the times of crisis. 7. The ethical leader. 8. Politics-related tactics in leadership. 9. The process of influencing of subordinates. 10. The team-oriented leader. 11. Creative and innovative style of leadership. 12. Presentations of in-class tasks. Summary.	
Recommended literature: Lašáková, A. (2013). Vedenie ľudí. In Rudy, J. et al.: Organizačné správanie. Bratislava: UK v Bratislave, s. 126 - 146. Remišová, A., Lašáková, A., Rudy, J., Sulíková, R., Kirchmayer, Z., Fratričová, J. (2015). Etické vedenie ľudí v slovenskom podnikateľskom prostredí. Bratislava: Wolters Kluwer.	

DuBrin, Andrew (2013). Principles of Leadership. 7th ed. Mason, South-Western Cengage Learning.
Yukl, Gary (2013). Leadership in Organizations. 8th ed. Essex, Pearson Education Limited.

Languages necessary to complete the course:

Slovak and English language

Notes:

Past grade distribution

Total number of evaluated students: 399

A	ABS	B	C	D	E	FX
37,59	0,0	32,33	17,79	6,02	5,76	0,5

Lecturers: doc. Mgr. Anna Lašáková, PhD.

Last change: 01.02.2018

Approved by:

STATE EXAM DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KMn/S03/09	Course title: Management - Theory, Methods, Applications
Number of credits: 0	
Educational level: II.	
State exam syllabus:	
Last change:	
Approved by:	

COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KIS/029ME/00		Course title: Management Information Systems				
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 24s Form of the course: combined						
Number of credits: 6						
Recommended semester: 2.						
Educational level: II.						
Prerequisites:						
Course requirements:						
Learning outcomes:						
Class syllabus:						
Recommended literature:						
Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 2514						
A	ABS	B	C	D	E	FX
37,19	0,0	22,04	16,95	8,75	10,86	4,22
Lecturers: prof. RNDr. Michal Greguš, PhD., Ing. Miloslav Chalupka, PhD., doc. Ing. Jaroslava Kniežová, PhD.						
Last change: 02.06.2015						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KMn/019ME/12	Course title: Management in Global Environment
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 16s Form of the course: combined	
Number of credits: 3	
Recommended semester: 1.	
Educational level: II.	
Prerequisites:	
Course requirements: 60% case study, 40% test. To obtain a rating A, at least 91 points must be obtained, to obtain B at least 81 points must be obtained, for rating C at least 73 points, for rating D at least 66points and for rating E at least 60 points. Scale of assessment (preliminary/final): 60/40	
Learning outcomes: The course supports students' ability to analyse and understand changes in the business environment as a result of processes of globalisation and presents stories of managers who succeed in the global business. Good understanding of specificities of management in a global environment, particularly in the European Union, are among key competencies of graduates. Case studies develop analytical skills of students and allow them to know the concrete examples of successful global firms and understand what are the key success factors for doing business in a global environment.	
Class syllabus: Globalisation and global environment, impacts and risk of globalisation. Impact of international and regional organisations on the business environment. Analysis of company resources when entering international business. Analyses of environment for global business. Forms of entry on foreign markets, advantages/disadvantages. Equity and non-equity models. Strategic aspects of foreign markets entry. Competition rules in the global business. International human resource management. Cultural and behavioural aspects of global management.	
Recommended literature: PENG, M., MEYER, K.: International Business, Cengage Learning EMEA, London, 2011.	
Languages necessary to complete the course: English	
Notes:	

Past grade distribution						
Total number of evaluated students: 269						
A	ABS	B	C	D	E	FX
7,06	0,0	16,36	17,84	19,33	27,88	11,52
Lecturers: doc. Ing. Daniela Zemanovičová, CSc., prof. Ing. Ľubica Bajžíková, PhD.						
Last change: 13.04.2016						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KEF/057ME/00	Course title: Managerial Accounting
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 16s Form of the course: combined	
Number of credits: 3	
Recommended semester: 2.	
Educational level: II.	
Prerequisites:	
Course requirements:	
Learning outcomes:	
Class syllabus: 1. Managerial accounting – its role and comparison with cost and financial accounting 2. Cost – Cost categories, cost behavior, relevant and irrelevant costs from decision making perspective 3. Cost behavior - Estimate cost functions using several methods and subsequent evaluation of the functions. Curves of Learning. 4. CVP analysis- BEpoint, Margin of Safety, operating and financial leverage, apply cost-volume-profit analysis and sensitivity analysis. 5. Absorption costing and Variable costing. 6. Job costing – cost drivers, cost pools, cost-allocation base, traditional costing, Kaizen Costing 7. Job Costing, Activity-Based Costing – apply job cost accounting under actual and normal costing, comprehend the activity-based costing approach in a cost system. 8. Master Budget, Flexible Budgets - Construct operating and financial budgets, static and flexible budget and analyze variances. Explain the financial and nonfinancial measures of quality and time. 9. Responsibility accounting, Strategic Profitability Analysis, Customer Profitability Analysis- Perform customer-profitability analysis and sales variance analysis. 10. Traditional methods of pricing, target costing, life-cycle-costing 11. Transfer pricing, International transfer pricing 12. Apply process-costing methods using the weighted average method and FIFO method. 13. Balanced Scorecard	
Recommended literature: 1. Horngren, Charles T. et al.: Cost accounting a managerial emphasis- 14th ed.;13th edition, Prenhall 2010, 2008 2. Drury, Colin: Management Accounting for Business 6th, 5th, 4th edition. South-Western Cengage Learning 2011 3. Garrison R.H., Noreen E.W., Brewer P.C.: Managerial accounting McGraw-Hill Irwin, 13th edition, New York, 2010	

Languages necessary to complete the course:						
Notes:						
Past grade distribution						
Total number of evaluated students: 662						
A	ABS	B	C	D	E	FX
10,57	0,0	14,2	26,44	20,09	17,07	11,63
Lecturers: doc. RNDr. Darina Saxunová, PhD.						
Last change: 21.02.2018						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KSP/009ME/00		Course title: Managerial Decision-Making				
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 24s Form of the course: combined						
Number of credits: 6						
Recommended semester: 2.						
Educational level: II.						
Prerequisites:						
Course requirements:						
Learning outcomes:						
Class syllabus:						
Recommended literature:						
Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 2743						
A	ABS	B	C	D	E	FX
13,31	0,0	19,39	18,37	16,48	18,56	13,89
Lecturers: Mgr. Peter Gál, PhD., Mgr. Miloš Mrva, PhD., prof. Ing. Jozef Papula, PhD.						
Last change: 02.06.2015						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KMk/016ME/10		Course title: Marketing Management				
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 24s Form of the course: combined						
Number of credits: 6						
Recommended semester: 1.						
Educational level: II.						
Prerequisites:						
Course requirements:						
Learning outcomes:						
Class syllabus:						
Recommended literature:						
Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 2348						
A	ABS	B	C	D	E	FX
19,34	0,0	27,68	23,3	12,61	10,73	6,35
Lecturers: doc. Ing. Gabriela Pajtinková Bartáková, PhD., doc. JUDr. PhDr. Katarína Gubíniová, PhD.						
Last change: 02.06.2015						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KMn/038ME/00		Course title: Organization Cultures (European Features)				
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 16s Form of the course: combined						
Number of credits: 6						
Recommended semester: 2.						
Educational level: II.						
Prerequisites:						
Course requirements:						
Learning outcomes:						
Class syllabus:						
Recommended literature:						
Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 451						
A	ABS	B	C	D	E	FX
19,51	0,0	19,96	21,51	12,2	16,41	10,42
Lecturers: doc. PhDr. Helena Šajgalíková, PhD., prof. Ing. Ľubica Bajžíková, PhD., PhDr. Lukáš Copuš, PhD.						
Last change: 02.05.2018						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KMn/039ME/00	Course title: Organizational Behavior
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 24s Form of the course: combined	
Number of credits: 6	
Recommended semester: 1.	
Educational level: II.	
Prerequisites:	
Course requirements: 20 % – case study preparation and presentation, 30 % - midterm written exam, 50 % – oral exam. Grade A requires 91 % (minimum), B 81 %, C 73 %, D 66 % , and grade E requires 60% at minimum. Scale of assessment (preliminary/final): 50/50	
Learning outcomes: The course covers specific content areas of Organizational Behavior (OB) and is designed for graduate students in the field of Management. OB as a contemporary approach to management is a course designed to introduce graduate students to the theories, concepts, and practical applications of research in the field. The course helps to develop the skills necessary to solve specific problems of OB faced by organizations.	
Class syllabus: • Introduction, The Nature of Organizations, Trends in the New Workplace, The Nature of Managerial Work, Managerial Skills, Management Lessons from Abroad – Japanese Management. • Individual Behavior and Performance, Basic Attributes of Individuals, Values, Attitudes, and the Perceptual Process. • Motivation Theories, Learning, Reinforcement, Self-Management, Job Design • Groups in Organizations, Group Effectiveness, Group Dynamics, Group Norms, Teamwork. • Managing Organizations: Organizational Design for Strategic Competency, Basic Elements of Organizational Structures, Organizational Design Concepts (Options). • Management and Chaos Theory, The New Organization • Managing Change in Organizations, Managers as Change Agents, Change Strategies, Resistance to Change, Crisis of Change, Dynamics of Stress. Power. Leadership and followership. Managerial decision-making.	
Recommended literature: Robbins S.P, Judge T.A.: Organizational Behavior, 16th Edition, Pearson, Harlow, 2015. Rudy, J. – Sulíková, R. – Lašáková, A. – Fratričová, J. – Mitková, Ľ.: Manažment a organizačné správanie, MV Wissenschaft, Münster, 2013 Rudy, J. – Sulíková, R. – Lašáková, A. – Fratričová, J. – Mitková, Ľ.: Organizačné správanie, UK Bratislava, 2013	

Shermerhorn, J. R.- Hunt, J.G., - Osborn, R.N.: Organizational Behavior, John Viley and Sons, N.Y. 2008
 Robbins, S. P. –Judge, T.A.: Organizational Behavior, Prentice Hall, New Jersey, 2011
 Rudy, J. – Rudyová, J.: Human Resource Management in Japan, VHK Altdorf, 2008
 Rudy, J.: Manažment a teória chaosu alebo nový model organizácie, Faber, Bratislava, 1997.
 Rudy, J.: Organizácia a riadenie japonských priemyselných firiem, Alfa, Bratislava, 1988, 1990.
 Časopisy: Academy of Management Journal, Management Today, Journal of Systems Management, Moderní řízení.

Languages necessary to complete the course:

English

Notes:

Past grade distribution

Total number of evaluated students: 2474

A	ABS	B	C	D	E	FX
7,96	0,0	9,94	17,5	19,93	33,71	10,95

Lecturers: prof. Ing. Ján Rudy, PhD., doc. PhDr. Rozália Sulíková, PhD., doc. Mgr. Anna Lašáková, PhD.

Last change: 04.01.2016

Approved by:

COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KMn/037ME/00		Course title: Organizational Cultures - Theory				
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 12s Form of the course: combined						
Number of credits: 3						
Recommended semester: 4.						
Educational level: II.						
Prerequisites:						
Course requirements:						
Learning outcomes:						
Class syllabus:						
Recommended literature:						
Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 190						
A	ABS	B	C	D	E	FX
58,95	0,0	26,84	6,84	2,63	1,05	3,68
Lecturers: doc. PhDr. Helena Šajgalíková, PhD., prof. Ing. Ľubica Bajžíková, PhD.						
Last change: 02.06.2015						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KEF/060ME/10	Course title: Portfolio Management and Collective Investment
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 12s Form of the course: combined	
Number of credits: 3	
Recommended semester: 4.	
Educational level: II.	
Prerequisites:	
Recommended prerequisites: Banking, Financial Markets and Institutions	
Course requirements: The students solve various problems as a part of a team. The outcomes of the teamwork are presented and discussed. Moreover, they create and manage their own portfolios. The minimal requirement is to obtain 55 points.	
Learning outcomes: The absolvent of this subject will obtain knowledge about the collective investment and portfolio management. He will also become acquainted with the mechanisms of some specific types of funds. The knowledge can be utilised at various positions in asset management institutions.	
Class syllabus: 1. The portfolio theory – Markowitz and Sharpe models. The efficient and optimal portfolio. Hedging of a stock portfolio. 2. Management of a bond portfolio. Hedging of a bond portfolio. 3. The fund industry and its typology. 4. The quantitative and qualitative indicators. Rating and scoring. 5. Special funds. ETFs, hedge funds, commodity funds, realties funds. 6. An investment plan and its phases. Types of investment strategies. 7. The types of investors based on the risk aversion and modelling a suitable portfolio. 8. Investment strategies based on the frequency of investing. 9. The comparison of the U.S. and European fund industry. 10. Pension funds on capital markets and their specifics. 11. Pension funds in Slovakia and their performance. 12. Sovereign funds and their specifics. 13. The actual problems of collective investment in World.	
Recommended literature: Chovancová, B., Žofčák, S.: Kolektívne investovanie, IURA Publishing, Bratislava 2012 ÁRENDÁŠ, Peter - CHOVANCOVÁ, Božena - GVOZDJÁK, Vladimír - HUDCOVSKÝ, Jaroslav - DOROCÁKOVÁ, Michaela - SLOBODNÍK, Patrik. Dôchodkové fondy vo svete a na	

Slovensku.Bratislava : Wolters Kluwer, 2017. 212 s. ISBN 978-80-8168-663-4.
 Siegel, J.: Investice do akcií, Běh na dlouhou trať, Grada 2011,
 Graham, B.: Inteligentní investor, Grada. Praha 2007
 Strana: 2
 Smernice EÚ z oblasti kolektívneho investovania.

Languages necessary to complete the course:

English

Notes:

Past grade distribution

Total number of evaluated students: 124

A	ABS	B	C	D	E	FX
36,29	0,0	20,97	17,74	11,29	11,29	2,42

Lecturers: Mgr. Martin Vozár, PhD., prof. RNDr. Ing. Ľudomír Šlahor, CSc., prof. RNDr. Jozef Komorník, DrSc.

Last change: 13.03.2018

Approved by:

COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KIS/032ME/00		Course title: Project Management				
Educational activities: Type of activities: lecture / practicals Number of hours: per week: per level/semester: 24s / 24s Form of the course: combined						
Number of credits: 6						
Recommended semester: 3.						
Educational level: II.						
Prerequisites:						
Course requirements:						
Learning outcomes:						
Class syllabus:						
Recommended literature:						
Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 2601						
A	ABS	B	C	D	E	FX
61,4	0,0	17,11	10,88	5,11	4,38	1,11
Lecturers: prof. RNDr. Michal Greguš, PhD.						
Last change: 02.06.2015						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KEF/201ME/10		Course title: Regional Economic Policy of EU				
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 12s Form of the course: combined						
Number of credits: 3						
Recommended semester: 2.						
Educational level: II.						
Prerequisites:						
Course requirements: Scale of assessment (preliminary/final): The evaluation of the subject is in accordance with the Internal Regulation no. 20/2017 (Study Regulations UK) and aims to evaluate the acquired abilities and habits of the graduates of the subject in the possible use of AKVA assessment methods (analysis, concept, verification, argumentation) / CÚSP (objectiv, complexity, team work, outputs).						
Learning outcomes: Students acquire knowledge about the REP EU. The subject is focused on the development of creative managerial thinking.						
Class syllabus: Regional and Regional Policy Priorities 2014-2020, Regional Development Resources for EU Member States, Institutions and Bodies Responsible for Regional Economy and EU Policy, Institutions and Bodies Responsible for Regional Economy and Policy, Regional Development Indicators. Principles and instruments for regional policy in the EU.						
Recommended literature: PAWERA, R. a col. (2014) Regionálna politika a politika súdržnosti EÚ. UK, Bratislava 2014, ISBN 978-80-223-3549-2, 306p.						
Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 97						
A	ABS	B	C	D	E	FX
43,3	0,0	23,71	13,4	3,09	8,25	8,25
Lecturers: doc. PhDr. René Pawera, PhD.						
Last change: 15.02.2018						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava						
Faculty: Faculty of Management						
Course ID: FM.KSP/032ME/00		Course title: Strategic Management				
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 24s Form of the course: combined						
Number of credits: 6						
Recommended semester: 3.						
Educational level: II.						
Prerequisites:						
Course requirements:						
Learning outcomes:						
Class syllabus:						
Recommended literature:						
Languages necessary to complete the course:						
Notes:						
Past grade distribution Total number of evaluated students: 2736						
A	ABS	B	C	D	E	FX
7,97	0,0	14,55	20,36	19,85	34,39	2,89
Lecturers: prof. Ing. Jozef Papula, PhD., doc. Mgr. Zuzana Papulová, PhD.						
Last change: 02.06.2015						
Approved by:						

COURSE DESCRIPTION

University: Comenius University in Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KEF/014ME/10	Course title: Taxation
Educational activities: Type of activities: lecture Number of hours: per week: per level/semester: 12s Form of the course: combined	
Number of credits: 3	
Recommended semester: 2.	
Educational level: II.	
Prerequisites:	
Course requirements:	
Learning outcomes:	
Class syllabus: 1. History of taxation 2. History of tax system in SR 3. Characteristics of tax system in SR 4. Definition, concept, division and classification of taxes 5. Indirect taxes, VAT 6. Indirect taxes, consumption tax 7. System of tax administration 8. Goals of taxation, function of public finance 9. Tax principles, optimal taxation, tax justice 10. Tax influence on economic behaviour and decision-making of businesses 11. Tax harmonization in EU	
Recommended literature: 1. Bojňanský, J. a kol.: Dane podnikateľských subjektov, 2010, VES SPU 2. Široký, J.: Dane v Európskej únii. 2.vyd. Linde Praha, a.s. 2007. 3. Harumová, A. - Kubátová, K.: Dane podnikateľských subjektov. 1. vyd. Bratislava: Poradca podnikateľa, 2006 4. Zákon č. 511/1992 Zb. o správe daní a poplatkov a o zmenách v sústave územných finančných orgánov v znení neskorších predpisov 5. Zákon č. 222/2004 Z. z. o dani z pridanej hodnoty v znení neskorších predpisov 6. Zákony o spotrebných daniach v platnom znení.	
Languages necessary to complete the course:	
Notes:	

Past grade distribution						
Total number of evaluated students: 183						
A	ABS	B	C	D	E	FX
91,8	0,0	1,09	0,55	0,55	1,09	4,92
Lecturers: PhDr. Peter Veselý, PhD., doc. RNDr. Darina Saxunová, PhD.						
Last change: 21.02.2018						
Approved by:						