



# Caucasus University

## Caucasus School of Business

<b>Name of Educational Programme</b>	მენეჯმენტი
<b>Name of Educational Programme in English</b>	Management
<b>Level of Higher Education</b>	PhD
<b>Type of Educational Programme</b>	Academic
<b>Language of Instruction</b>	English
<b>Awarded Qualification, Code</b>	
<b>In Georgian:</b>	მენეჯმენტის დოქტორი 0413
<b>In English:</b>	PhD of Management 0413
<b>Date of Program Approval</b>	25.09.2018
<b>Date of Program Renewal</b>	22.03.2024 01/01-17
<b>Program Coordinator/</b>	Ekaterine Natsalishvli, PhD, professor of the Caucasus University +995 599 756 614 <a href="mailto:enatsvlishvili@cu.edu.ge">enatsvlishvili@cu.edu.ge</a>
<b>Co-Coordinator</b>	Boris Lezhava, PhD, professor of the Caucasus University +995 599 55 35 07 <a href="mailto:blezhava@cu.edu.ge">blezhava@cu.edu.ge</a>

<b>Program Volume in Credits</b>	
<p>The official duration of the program is 3 years (6 semesters). Maximum duration is 5 years (10 semesters). PhD in Management program consists of the teaching component (60 ECTS credits) and a research component that comprises no less than 2 years (4 academic semesters).</p> <p>Teaching process is structured around semesters. Each teaching course/seminar lasts one semester. A semester consists of calendar weeks.</p>	

1 ECTS credit corresponds to 25 study hours that includes both contact hours (lectures, seminars, examinations, etc.) and hours of independent study time.

Out of 60 ECTS of teaching component:

- 34 ECTS credits contribute to the mandatory seminars and methodology courses
  - 6 ECTS credits contribute to the elective (optional) seminars (students can choose one of the elective seminars)
  - 20 ECTS credits contribute to the mandatory teaching/assistsanship module.
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- To participate in the scientific conference in the direction of the dissertation topic;
  - The doctoral student is obliged to publish at least two scientific articles (or to have consent for publication). Among them, one article should be published in a refereed (peer-reviewed) journal with a foreign international index corresponding to the specificity of the field. Published articles should be thematically related to the thesis topic;
  - After registering on the research component, PhD student is obliged to present a report on the work completed at the end of each semester in accordance with pre-defined forms.

#### **Program Admission Precondition**

- ✓ Diploma certifying at least Master's degree or equivalent academic degree.
  - ✓ Notarized copy of diploma supplement/mark sheet;
  - ✓ Proof of English language proficiency on B2 level or Bachelor or Master Degree Diploma of a program taught in English Language; In case an applicant does not possess above mentioned documents, she/he will have to pass Caucasus School of Business admission exam in English Language at B2 level;
  - ✓ A research thesis in English that matches the candidate's research interests;
  - ✓ Previous publications in the relevant field and participation in scientific research projects and events and at least 2 years of work experience in the relevant field;
  - ✓ Two letters of recommendation (prepared in English);
  - ✓ Resume (CV) in Georgian and English.
  - ✓ Passing score in Math admission exam of Caucasus School of Business;
  - ✓ Successful interview with Admission Committee of Caucasus School of Business.
- \* Terms and conditions of admission are approved by the Admissions Committee and published on the university's website.

## Qualification Description of the Program

<p><b>Program Objective</b></p>	<p>In the conditions of the increasing impact of today's global environment, it is a vital task for any organization to conduct organizational processes in a highly qualified manner by making full use of the capabilities of modern organizational management, which, in turn, requires the detection and creation of these capabilities, including through the development of new conceptual visions or tools. The urgency of the doctoral educational program in management is determined by the growing demand from modern companies for such specialists who, along with the latest theoretical knowledge, can analyze current events and processes in global organizational management, can timely and correctly identify challenges, research problems and find original ways to solve them; In addition, they are informed about the ethical responsibility of the researcher and the ethical or social consequences of innovative/original scientific research.</p> <p>The management doctoral educational program reflects the mission, vision, and values of the Caucasus University, as well as the main goals and objectives of the business school. The program also takes into account the requirements of the local labor market, the successful experience of management doctoral programs implemented by local and foreign universities, as well as the development trends of modern organizational management as a field of research.</p> <ul style="list-style-type: none"> <li>• The goal of the doctoral management program is to prepare a qualified researcher for an academic and business career who will be able to:</li> <li>• apply knowledge of modern organizational theories and research methodology to research and solve problems of organizational management, organizational behavior, and organizational leadership;</li> <li>• independently plan and conduct original research using relevant methods and based on reliable data;</li> <li>• Based on the critical analysis and evaluation of the research results, to formulate original conclusions and develop recommendations of theoretical and practical importance regarding new opportunities for solving the research problem.</li> <li>• Along with the creation of new knowledge, the goal of the doctoral program is to equip the doctoral student with the best teaching methods and knowledge transfer skills.</li> <li>• The goal of the program is for the graduate to have the norms of academic ethics and to integrate himself at the international level in various areas of the academic society.</li> </ul>
<p><b>Program Learning Outcomes</b></p>	<p>A graduate of a doctoral educational program in management has knowledge and skills based on which:</p> <p><b>Knowledge and understanding</b></p> <ol style="list-style-type: none"> <li>1. Based on a complex understanding and critical analysis of modern concepts/models/latest research and achievements in the field of organizational management, he/she will highlight current issues, and consider the possibility and expected effect of innovative research in the field of development.</li> </ol> <p><b>Ability</b></p> <ol style="list-style-type: none"> <li>2. uses theoretical knowledge based on the latest achievements and modern research methodology to research and solve problems of organizational management, organizational behavior and/or organizational leadership;</li> <li>3. Independently plans and conducts (supervises as necessary) original research using relevant methods, based on reliable data and complex understanding and critical analysis of the latest concepts/models;</li> <li>4. Based on the critical analysis, synthesis, and evaluation of new, complex, contradictory ideas and approaches related to the research issue and/or the research process, as well as the research results, formulates original conclusions, develops</li> </ol>

	<p>recommendations of theoretical and practical value regarding new opportunities for solving the research problem;</p> <ol style="list-style-type: none"> <li>5. Creates a product (a conference report; a scientific publication; a dissertation; a lecture course) based on knowledge based on the latest achievements and original research results; develops new ideas, original findings and a new, non-standard/innovative vision of problem-solving;</li> <li>6. Demonstrates research results at the local or international level by participating in thematic discussions or scientific conferences, scientific publications, cooperation in research groups/projects, sharing findings and new knowledge in a lecture format, and/or in other relevant ways.</li> </ol> <p><b>Responsibility and autonomy</b></p> <ol style="list-style-type: none"> <li>7. Conduct research or publicize/publishes the results, observing the rules of scientific ethics and academic honesty, respecting the evaluations of colleagues, and different opinions, as opposed to observing the principles of academic ethics.</li> </ol>
<p><b>Areas of Employment</b></p>	<p>A graduate of the program will have employment opportunities in the following fields:</p> <ul style="list-style-type: none"> <li>• Educational institutions,</li> <li>• Scientific and research institutes,</li> <li>• Analytical research centers,</li> <li>• Management consulting companies,</li> <li>• Analytical and research departments in state and private sectors,</li> <li>• Top management positions in private companies.</li> </ul>

**Program Curriculum**

(With the indication of modules, courses, relevant credits)

№	Course Code	Prerequisite	Course\ Module	Study Year						ECTS Credits	
				I		II		III			
				ECTS Credits							
				I Semester	II Semester	III Semester	IV Semester	V Semester	VI Semester		
1.	SIWR 8111m	N/A	Research Methods	2							
2.	TEME 8112m	N/A	Teaching Methods	4							
3.	REDE 8121m	SIWR 8111m	Research Design		6						
4.	SEM 8122m	N/A	Organizational Theory	6							
5.	SEM 8113m	SEM 8122m	Organizational Behavior		6						
6.	SEM 6123m	SEM 8122m	Leadership								
7.	REME 6114m	N/A	Quantitative Research Methods	6							
8.	REME 8214m	N/A	Qualitative Research Methods		4						
9.	REME 6125m	REME 6114m	Multivariate Data Analysis		6						
10.	TEAS 8001m	TEME 8112m	Teaching Assistantship: Syllabus and Content Development		2						
11.	TEAS 8002m	TEME 8112m, REDE 8121m	Teaching-Assistantship			6					
12.	TEAS 8003m	TEME 8112m, REDE 8121m	Teaching-Assistantship				6				
13.	REAS 8002m	REME 6114m REME 8214m REDE 8121m	Research Assistantship					6			
14.	REAS 8001m	REME 6114m REME 8214m REDE 8121m	Research Assistantship						6		
15.	DISS 6321m	All subjects and conference participation	Dissertation			X	X	X	X		
ECTS Credits			Per Semester	18	24	6	6	6			
			Per Year	42		12		6			

Remark :