

IBCM Programme Environmental and Agricultural Management

Program Overview

Name of the institution	International Business College Mitrovica (IBCM)
Faculty/Department	Department of Environmental and Agricultural Management
Main Campus or Branch	Riverside Campus
The program applies to Branch	No
Name of the study program	Environmental and Agriculture Management
Person responsible	Prof. Dr. Mihone Kerolli-Mustafa
Accreditation/Reaccreditation	Re-accreditation
NQF Qualification Level	NQF Level 6 and NQF Level 5
Academic degree conferred	Bachelor of Environmental and Agriculture Management AP of Environmental and Agriculture Management
ECTS	210
Program profile (specialization)	<ul style="list-style-type: none"> • Environmental and Agriculture Management
Erasmus Code	
Type of study	Full-time
Number of students	
Minimum duration of study	3, 5 years
Permanent staff	

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1. Profile and learning outcomes

The Environmental and Agricultural Management top-up programme is a 1.5 year (3 semesters) study programme. It builds upon 2 years (4 semesters) of Environmental and Agricultural Management studies.

The IBCM Environmental and Agricultural Management study programme incorporates two environment and agriculture and business as well as strategic company and project development.

Within the AP study programme, environment and ecosystems are studied with special emphasize on the productive use of the ecosystem, the principles of its functioning and its main factors. As an introduction to food production, biology and biochemistry are studied with special attention to soil science and its efficient usage. Company's communication, organization and management are studied as important factors for success in the market.

Through the supply chain management course, students are trained in analyzing and improving the overall food production from field to the supermarkets in line with national and international legal frameworks. At the same time, special attention is paid to the sustainable production with preserving biodiversity and nature management. The modules: environmental technology and green energy and waste management are helping students to recognize and develop new business opportunities in these areas. An Entrepreneurship module, which is focusing on small development, is part of the programme as well. Special attention in the programme is also given to the internationalization of companies in times of open markets and globalization. Having in mind the necessity of companies to deal with public institutions and to face the challenges of the Euro-integration processes, public sector and European Union institutions and regulations are also an integral part of this programme.

The 3 semester Bachelor top-up programme introduces students into EAM problems and solutions on a deeper level. Whereas EAM AP graduates have knowledge, skills and competences to recognize a situation, discuss possible solutions and implement some parts of a strategy, in order to achieve objectives on a lower level of management, EAM Bachelor graduates will be able to recognize a problem, understand its roots, define natural and manmade mechanisms of defined processes, propose a strategy to deal with a problem and develop the necessary preconditions to implement a strategy, in order to achieve a goal, instead of objectives.

The 5th, 6th and 7th semester of the Environmental and Agricultural Management study programme is simultaneously focused on two elements:

- biology, biochemistry and ecological chemistry, giving students insight into processes in environment and agriculture production;
- business, what includes strategy and business development, staff development and methodology, enabling students to successfully implement defined strategies in companies as well as in public and civil sector institutions.

Departing from the IBCM motto “From Theory to Practice”, the Environmental and Agricultural Management study programme focuses on applying theoretical concepts to practical problems in the real world. The Environmental and Agricultural Management study programme has practical relevance. It prepares students to become managers with knowledge and understanding of nature, agribusiness and sustainable development. They are being trained to develop strategies towards reaching set objectives and to make decisions based on accurate information. This programme enhances the students’ analytical thinking and develops the capacity of students to understand and apply solutions to real world environmental and agricultural management problems. At the end of studies students have an overall understanding of environmental and agricultural management mechanisms that are in place today. During the project week, which is organized each semester, students work on solving specific issues from the real world, which they will practically face after graduation. Working in a team, students have the possibility to apply the knowledge they have gained in the course of their studies to concrete examples. During the semester, students have the chance to visit local companies and municipalities

and to meet entrepreneurs, who present their particular businesses and issues they cope with. A very important part of the Environmental and Agricultural Management study programmes is an obligatory internship in the fourth and seventh semester of studies. The internship takes place in local or international companies or institutions, which students choose according to their professional orientation.

The learning outcomes of the Academy Profession degree programme in Environmental and Agricultural Management are as follows:

Knowledge

The graduate will have knowledge of:

- Industry structure and position in society, both nationally and globally;
- Applied theories, methods and practices, related to the profession;
- Theory and method for information retrieval and dissemination of knowledge and the appropriate legal framework;
- Ecology and environment in the soil and aquatic environments, plants and animals;
- Legal framework and management in the landscape and environment;
- Prevention of environmental problems in the open country;
- Nature Conservation and natural quality and Environment and natural surveillance of land and water.

Skills

The graduate will be able to:

- Discuss and communicate knowledge about the company's organization, management, customization and development;
- Apply management theories and disseminate technical knowledge;
- Evaluate production and service in relation to methods and legislation;
- Solve problems, develop solutions and evaluate their impact and develop coherent and realistic solutions and assess the impact of the proposed solutions;
- Apply relevant management systems within the project, production, finance, quality and environmental management;
- Collect data and records of the condition of soil, water and air and assess the results;
- Participate in project planning, management and maintenance of eco-efficient plants;
- Survey, design and maintain nature, using ICT and relevant software, including GIS, and communicating knowledge about the environment and nature.

Competencies

The graduate will be able to:

- Handle complex and practical issues in an analytical and methodological disk basis;
- Work with innovative methodology and solution of concrete tasks;
- Participate in professional and interdisciplinary cooperation and acquire new knowledge and skills in relation to the profession's development;

- Manage solutions to concrete problems within the environment and countryside through the application of relevant theories, methods, tools and legislation, evaluating and communicating environmental and nature-related issues;
- Advise on and handling of issues in environment and natural areas and the planning and implementing registrations, surveys and sampling of environment and nature.

The learning outcomes of the Bachelor degree top-up study programme in Environmental and Agricultural Management are as follows:

Knowledge

The graduate will:

- have knowledge and understanding of practice, applied theory and methods in agribusinesses and environmental management in a local and international context;
- have knowledge of market communication, sales and consulting and models for project management;
- have knowledge and understanding of the relationship between consulting, management, leadership, communication in general and teaching;
- be able to reflect on analysis, methods and theories in relation to agribusinesses and environmental management;
- have knowledge on relevant legislation and legal practice in relation to agribusinesses and environmental management in an local and international context.

Skills

The graduate will:

- be able to collect and process biological and financial data as foundation for choosing the best methods or tools for solving tasks and problems in relation to agribusinesses and environmental management;
- be able to manage projects and control resources within the subjects;
- be able to analyse and assess theoretical and practical problems in relation to planning, strategy and company development, human resource development and present proposal for future strategy and solutions;
- be able to communicate knowledge and carry out consulting in agribusinesses and environmental management in relation to partners and other stakeholders;
- be able to use mathematical and statistical methods on analytic results and relate to the results in practice.

Competencies

The graduate will:

- be able to handle complex and developing tasks and situations in relation to agribusinesses and environmental management and also document and communicate tasks, projects and solutions;
- be able to convert practical experience, knowledge and research results in to solutions;

- be able to form part of multidisciplinary teams related to the company's work and management, and be able to independently plan and implement assignments related to agribusinesses and environmental management;
- be able to identify personal need for development of further competencies and for further education;
- develop independence, the ability to co-operate and the ability to create something new;
- develop an interest in and ability to actively co-operate in a democratic society.

2.0 Programme overview

The modules of the Academy Profession (AP) degree programme in Environmental and Agricultural Management and of the top-up Bachelor programme in Environmental and Agricultural Management are listed below. At the left side of the table the modules at the University College Lillebaelt (UCL) and the ECTS points per module are listed. At the right side of the table the modules at IBCM and the respective ECTS points are listed.

Semester	Modules at UCL	ECTS	Modules at IBCM	ECTS	
1st semester	Globalization	10	International Marketing and Sales (Principles of Marketing & Mathematics and Introductory Statistics)	8	
	Business economics	5	Principles of Economics (Microeconomics & Principles of Accounting)	6	
	Management communication	10	Communication, Organisation and Management I (Effective Communication, Organizational Studies, & Management Studies)	8	
			Introduction to EAM	2	
			European Studies (Introduction to European Studies & Public Sector in the Modern State)	6	
		Control system	5		
			30		30
2nd semester	Environmental management	11.5	Environment and ecosystem	10	

	Management and communication	5	Communication, organization and management II (Intercultural communication, Organisational behaviour, & Global supply chain management)	5
			Principles of Research Methodology and Market Research	5
			Fundamentals of Agriculture	5
			Legal framework and policies	2
			Financial Statement Analysis	3
	Control system	5		
	Optional subject	8.5		
		30		30
3rd semester			Nature planning, conservation /restoration and habitat management	10
			Green technology, renewable energy, and waste management	10
			Basis of food production	5
			Business planning	5
	Environmental management	23.5		
	Globalization	5		
	Optional subject	1.5		
		30		30
4th semester	Internship	15	Internship	15
	AP project	10	AP project	15
	Specialisation: environmental management	5		
		30		30
AP degree in Environmental and Agricultural Management		120		120
Semester	Modules at UCL	ECTS	Modules at IBCM	ECTS

5th semester	Biochemistry	10	Biochemistry, food production, and sustainability	10
	Theory and methods	5	Philosophy of science and research methodology	5
	Strategy and business development	5	Strategy and business development	5
	Statistics	5	Advanced Statistics	5
	HR	5	Staff development	5
		30		30
6th semester	Environmental chemistry	5	Environmental chemistry	5
	Resources in nature and energy	5	Bio-energy	5
	Handling the open field	5	Landscape management	5
	Communication, sales and consulting	5	Sales and consulting	5
	Project management	5	Project management	5
	Optional subject	5	Sustainable agriculture	5
		30		30
7th semester	Internship	15	Internship	15
	Bachelor project	15	Bachelor project	15
		30		30
Bachelor degree in Environmental and Agricultural Management		90		90

3.0 Summary of the study, internship and examination regulations of the programme

Students of the Environmental and Agricultural Management AP study programme are examined through different kinds of examinations. The Environmental and Agricultural Management study programme knows examinations as follows:

- **Course assignments**

Course assignments have to be issued once per semester and course with goal of giving a formative assessment of student progress. Course assignments can be written and or oral. It is up to the responsible teacher to define the form of a course assignment, and students must take care to be sure that they understand the expectations for each course. In the case, a course assignment has a written and an oral part, the responsible teacher is free to define the weighting of these parts. The course assignment of a course comprises for 40% of the final grade of this course.

- **Projects**

Every student of the Environmental and Agricultural Management study programme has to conduct one interdisciplinary project during his/her 1st, 2nd and 3rd semester. These projects satisfy requirements for the Danish dual degree. Projects always consist of a written and an oral part. Each part stands for 50% of the final project result. Projects are graded. Project grades are depicted on the transcript of records and the diploma supplement of a student. - **Final examination**

Final examinations have to be conducted once per semester. The final examinations have to cover the learning outcomes for the semester and they have to be graded. The final exam comprises for 60% of the grade of the examined course.

- **Internship report**

The specifics of the internship report are defined in article 2.5 of these study, the internship and examination regulations. The internship report is assessed pass/fail.

- **AP project**

The specifics of the AP thesis are defined in article 3.15. The AP project is graded.

The Bachelor top-up programme in Environmental and Agricultural Management follows a different examination approach. The 5th and 6th semester are examined through interdisciplinary semester projects and related oral exams. The 7th semester is examined through an internship report and a Bachelor project.

- **Projects**

Every student of the Environmental and Agricultural Management study programme has to conduct one interdisciplinary project during his/her 5th and 6th semester each. The project has to assess learning outcomes of all courses of the semester. Projects are graded. The project grade consists to 50% of the grade of the written assignment and to 50% of the grade of the attendant oral exam of the written project. Project grades are depicted on the transcript of records and the diploma supplement of a student.

- **Semester Project: Project Retrospective Report**

The Project Retrospective Report is an individual written work submitted at the end of the semester project together with the group written work and before the oral defense. This is mandatory for all semesters except the 1st semester. Normally the report is with minimum of 750 words double spaces, depending on the semester and

the complexity of the project. - **Semester Project evaluation**

Project will be evaluated based on written part as well as oral presentation. The written part will be graded as group written work with 30 % and Individual written work (Project Retrospective Report) with 20%. The total weights on written part are allocated to equal 50% of grade while the group oral presentation will be allocated to equal 50% of such grade for each student.

Semester Project	Grade Weighting
Group written work (30%)	50%
Individual written work (Project Retrospective Report) 20%	
Oral defense	50%

- **Final examination**

Final examinations have to be conducted for each module of the 5th and 6th semester of studies. Final examinations have to be graded. With the exception of the 6th semester elective project module final examinations are oral examinations. The 6th semester elective project consists of a written part and an oral presentation. Each part stands for 50% of the final project result.

- **Internship report**

The specifics of the internship report are defined in article 2.5 of these study, internship and examination regulations. The internship report is assessed pass/fail.

- **Bachelor project**

The specifics of the Bachelor thesis are defined in article 3.15. The Bachelor project is graded. The written thesis stands for 70% of the final Bachelor project grade, the oral defense stands for 30% of the final Bachelor project grade.

The grading scale is as follows:

Performance	For an excellent performance	For a very good performance	For a good performance	For a fair performance	For an adequate performance	For an inadequate performance	For an unacceptable performance
Grading percentage	>95%	85%	75%	65%	55%	<55%	Cheating / No exam
Grade according to the ECTS grading system	A	B	C	D	E	Fx	F
IBCM grades	12	10	7	4	2	0	-3

4.0 Double grading of examinations

In order to award the double degree, a random and blind selection of Semester projects, internship reports, Academy Profession thesis projects and Bachelors will be double graded by an IBCM lecturer and key teacher from the University College Lillebaelt or the European education network SPACE. Semester projects, internship reports, Academy Profession projects and Bachelor thesis projects of semesters, which are offered by the

IBCM for the first time have been double graded by 100%. When the semester is conducted for the second time, the double grading is reduced to 25%. Starting with the third time that the semester is being conducted at the IBCM, only a selection of 10% of semester projects, internship reports, AP thesis projects and Bachelors are double graded. This is considered the minimum quality maintenance level for the double degree.

5.0 1st semester modules

5.1. Summary

The 1st semester is a common semester for the three study programmes: Marketing and Management, Public Administration and Environmental and Agricultural Management. The overall theme for the semester is “*The Organisation’s Strategic Situation*” seen from the following disciplinary perspectives:

- Principles of Marketing (4 ECTS);
- Mathematics and Introductory Statistics (4 ECTS);
- Principles of Economics (6 ECTS);
- Organisational and Management Studies (5 ECTS);
- Effective Communication (3 ECTS);
- Introduction to Environmental and Agricultural Management (2 ECTS) - The European Union and Modern State (6 ECTS).

The learning outcomes of the semester are documented through:

- i. Compulsory written exams at the end of the semester covering the following subject areas:
 - Principles of Marketing;
 - Mathematics and Introductory Statistics;
 - Principles of Economics;
 - Communication;
 - Organizational Structure;
 - Making and Analyzing the Supply Chain;
 - European Studies;
 - Introduction to Environmental and Agricultural Management
 - The Public Sector;
- ii. A multidisciplinary test (Project week) covering all subject areas;
- iii. Compulsory, interdisciplinary written or oral assignments during the semester: the course assignments may be written and/or oral. Usually the lecturers who set the assignment define whether the assignment is both written and oral. The lecturers also decide the weight of the different parts. Most projects are both written and oral and have an overall balance between the two parts. i.e. you cannot pass unless both parts of the project are satisfactory.

One lesson has a duration of 90 minutes. All courses described below must include casework based on examples from the Public Sector, the Business sector and the Agriculture/Environment sector thus giving the students the ability to use their knowledge, skills and competencies from all subject areas in different scenarios. This is also to emphasize that this is a common first semester for three spurs.

5.2. Syllabi

International Business College Mitrovica			
Module: Principles of Economics			
Semester	Duration	Credit Points	Student Workload
1 st Semester	1 Semester	6	180 Hours
Requirements for Participation	Form of Examination		
None	Course Assignments (40%) End of Semester Exam (60%)		
Learning Outcomes			
<p>Course: Microeconomics</p> <p>The student shall have knowledge of:</p> <ul style="list-style-type: none"> - Pricing on the product and factor market, including producer and consumer surplus; - The significance of price and income elasticity; - Different market structures and their influence on efficiency; - Externalities and different market interventions; - The classic international trade theory. <p>The student shall have skills in:</p> <ul style="list-style-type: none"> - Analysing the cost concepts (supply), marginal utility and demand; - Analysing the price mechanism in different market structures; - Analysing the effects of intervention in pricing; - Applying consumer and producer surplus to analyze the efficiency in society. <p>The students shall acquire competencies in:</p> <ul style="list-style-type: none"> - Placing any line of business in a market structure as well as assess the consequences in this connection; - Including price and income elasticity in a socio-economic analysis. 			

Course: Principles of Accounting

The student shall have knowledge of:

- Basic accounting principles and legislation;
- Basic accounting's main components: Result, capital, equity and accruals concept;
- Basic principles of double entry bookkeeping;
- The companies' supplementary reporting including balanced scorecards and green accounts;
- Public account structure.

The student shall have skills in:

- Analysing and assessing company/organization accounts in relation to profitability, cash generating ability, capital adjustment, financial position, liquidity and cash flow as well as stock related key figures;
- Applying the basic principles of double bookkeeping.

The student shall acquire competencies to:

- Assessing which factors influence the company's/organization's costs and revenue; -
- Indicating where there may a basis for cost reduction in the value chain.

International Business College Mitrovica			
Module: The European Union and the Modern State			
Semester	Duration	Credit Points	Student Workload
1 st Semester	1 Semester	6	180 Hours
Requirements for Participation	Form of Examination		
None	Course Assignments (40%) End of Semester Exam (60%)		
Learning Outcomes			

Course: Introduction to European Studies

The students shall have knowledge of:

- the basic concepts of law, state and international organizations;
- the European Union’s (EU) history;
- the institutions including their tasks and interdependences;
- the economic environment as well as the economic policies of the EU system; - The Foreign Policy of the EU.

The students shall have skills in:

- Describing and presenting central elements of the EU institutions;
- Analyzing the interaction between the decision –making process and policy formulation within EU institutions.

The students shall acquire competences in:

- Understanding and discussing critically future developments, including political and economic challenges amongst the different member states and process of EU enlargement; - Searching and identifying the EU legislation.

Course: Public Sector in the Modern State

An introduction to central concepts and problem areas in society and the public sector. The module includes a mix of different aspects of high relevance for the public sector.

The students shall have knowledge of:

- The societal and institutional background of the welfare state;
- Different welfare regimes;
- The structure of the public sector and the distribution of roles between state and municipalities;
- Legal framework for democratic decision-making processes in the public sector;
- the significance of globalization for development, including a sustainable environmental development of and diversity in the European societies; - Various methods in social science.

The students should have skills in:

- Describing and presenting a societal problem to other students with methods of social science;
- Describing central elements of public services in public or private organizations;
- Distinguishing between the political and administrative level within the public administration.

The students should develop competences in:

- Identifying essential elements of the work and role of public servants; - Planning and collecting primary data in a fieldwork.

International Business College Mitrovica			
Course: Organisational and Management Studies			
Semester	Duration	Credit Points	Student Workload
1 st Semester	1 Semester	5	150 Hours

Requirements for Participation	Form of Examination		
None	Course Assignments (40%) End of Semester Exam (60%)		
Learning Outcomes			
<p>Organisational Studies</p> <p>The students shall have knowledge of:</p> <ul style="list-style-type: none"> - How human resources and competencies are thought of in organisations/businesses related to personal development; - Identity and competence development. <p>The students shall have skills in:</p> <ul style="list-style-type: none"> - Finding and assessing the value of important players' experiences within organisational structures, management, motivation and company culture; - Applying methods for the development of the personality; - Describing how human resources can be utilized within an organisation. <p>The students shall acquire competencies in:</p> <ul style="list-style-type: none"> - Establishing relevant opportunities for action and solutions for new organisational, motivational and management structures in the company; - Contributing actively in considerations of management and job development. <p>Management Studies</p> <p>The students shall have knowledge of:</p> <ul style="list-style-type: none"> - The elements in the supply chain and their interrelationship; - Strategic possibilities, creating value and core competencies within supply chain management; - Concepts, theories and models concerning organisation structure, management processes, cooperation, management, the individual and motivation; - Examples of best practice within public administration, business life and the agriculture and environmental area; - Central concepts and theories related to the organisation. <p>The students shall have skills in:</p> <ul style="list-style-type: none"> - Analysing the supply chains as well as identifying their core strengths and weaknesses; - Analysing the organisation's logistic structure and sub-elements, the creation of value through the supply chain and identification of core competencies; - Analysing an organisation's set-up, structure, management levels, management structures, processes and culture and the significance in this connection on the company's strategy. <p>The students shall acquire competencies in:</p> <ul style="list-style-type: none"> - Assessing practical logistic problems and make relevant solution proposals to promote logistic efficiency and agility; - Analysing and assessing the significance of the organisation's structure, processes and staff policy on the company's aims, strategy and positioning. 			
International Business College Mitrovica			
Course: Effective Communication			
Semester	Duration	Credit Points	Student Workload

1 st Semester	1 Semester	3	90 Hours
Requirements for Participation	Form of Examination		
None	Group presentations, assignments, quizzes		
Learning Outcomes			
<p>The student shall have knowledge of:</p> <ul style="list-style-type: none"> - Communication models and theories; - Internal and external communication problems; - Communication models and strategies, including verbal and non-verbal means; - Different organisational relevant written communication products and structures; - Strategies for meetings; - The principle rules within problem-oriented project work; - Different oral and written forms of communication; - The significance of communication, both internally in organisations and externally in relation to citizens and customers. <p>The students shall have skills in:</p> <ul style="list-style-type: none"> - Applying the English language in a subject specific context, both in writing and orally; - Applying relevant IT tools for communication, including working creatively with personal communication; - Developing messages targeted at the target group, including aesthetic expressions; - Studying academic material; - Applying relevant communication competencies on the basis of description, analysis and evaluation of the concrete need for communication; - Communicating the principles for both oral and written effective communication; - Actively being part of knowledge sharing through relevant communication channels. <p>The student shall acquire competencies in:</p> <ul style="list-style-type: none"> - Participating in professional and interdisciplinary cooperation in English; - Introducing messages in an effective and independent manner in English; - Acquiring and applying communicative skills and new knowledge as regards to public administration, business life and the Agriculture and Environmental area; - Effective and professional oral and written communication; - Making suggestions for improvements of the internal and external communication of an organisation on the basis of self-developed communication analysis. 			

International Business College Mitrovica			
Course: Principles of Marketing			
Semester	Duration	Credit Points	Student Workload
1 st Semester	1 Semester	4	120 Hours
Requirements for Participation	Form of Examination		
None	Course Assignments (40%) End of Semester Exam (60%)		
Learning Outcomes			
<p>The student shall have knowledge of: - Marketing ideas and concepts;</p> <ul style="list-style-type: none"> - Relevant theories and models of the company's internal and external situation. <p>The student shall have skills in:</p> <ul style="list-style-type: none"> - Applying the company's strategic platform, including mission, aim and strategies; - Assessing the company's product/market portfolios, competencies and resources; - Identifying the company's stakeholders and assessing the company's customer relations and the purchasing behavior of the customers; - Identifying and analysing the company's or institution's micro and macro surrounding world and the interaction between the private and public sector; - Communicating the company's strengths and weaknesses and opportunities and threats and possibilities to partners and users. <p>The student shall acquire competencies to:</p> <ul style="list-style-type: none"> - Participate in interdisciplinary cooperation with a view to analyse and assess the strategic situation of a specific company contribute to an assessment of the basis of the company in order to start international activities. 			

International Business College Mitrovica			
Course: Mathematics and Introductory Statistics			
Semester	Duration	Credit Points	Student Workload
1 st Semester	1 Semester	4	120 Hours
Requirements for Participation	Form of Examination		
None	Course Assignments (40%) End of Semester Exam (60%)		
Learning Outcomes			
<p>The student shall have knowledge of: - Statistical models and concepts; - Basic theory behind hypothesis tests;</p> <p>The student shall have skills in:</p> <ul style="list-style-type: none"> - Processing a specific market analysis by the application of statistical tools; - Applying statistical methods to describe and present problem issues in society; - Applying statistical tools to search systematically for secondary statistics data; - Applying IT tools in connection with the study (IMS); - Making hypothesis tests and confidence intervals; - Making tests for goodness of fit; - Making/testing contingency tables. <p>The students shall have competencies in:</p> <ul style="list-style-type: none"> - Independently assessing a statistically treated market analysis; - Creating relevant and informative tables and charts on the basis of collected information (e.g. statistics of absence or numbers for wage development); - Seeking, finding and applying relevant secondary data related to the description of society / descriptive economics. 			

International Business College Mitrovica			
Course: Introduction to Environmental and Agricultural Management			
Semester	Duration	Credit Points	Student Workload
1 st Semester	1 Semester	2	60 Hours
Requirements for Participation	Form of Examination		
None	Course Assignments (40%) End of Semester Exam (60%)		
Learning Outcomes			
<p>Students shall have knowledge of:</p> <ul style="list-style-type: none"> - use the terminology of EAM; - understand environmental and agricultural issues in general; - Improving awareness about environmental issues and remedial measures with a social aspect; - the importance and the role of agribusiness economy and its importance to international trade. <p>Students shall have skills in:</p> <ul style="list-style-type: none"> - developing the linkages between human activities and living and nonliving g systems; - analyzing the role of agriculture in economy and environment. <p>Students shall have competencies to:</p> <ul style="list-style-type: none"> - independently and in collaboration with other handle practical dissemination tasks within the EAM field; - execute EAM tasks on human values and environmental needs; - propose the different kinds of agribusiness opportunities. 			

First Semester Project - Example

- ✦ Projects consist of a written and an oral part, each worth 50% of the final project result.
- ✦ Projects are graded (not pass or fail) and are mandatory for the completion of the semester.
- ✦ Interdisciplinary projects are a prerequisite to receiving the double diploma.
- ✦ This assignment should be fulfilled by the entire project group (3-5 students);
- ✦ The result of this assignment will be a 15 page written paper and a presentation;
- ✦ Students can consult lecturers for questions at set times: please see the timetable for availability hours of the lecturers;
- ✦ NB: It is prohibited to contact the company for a consultation.

Part 1: The written report

Taking your point of departure in publicly accessible material, please prepare a strategic analysis / situation analysis of the company G4S (<http://www.g4s.com>).

The analysis should be based on the company's current situation in relation to your subjects Effective Communication, Organisational and Management Studies, and Introductory Statistics. Emphasis should be placed on the *internal* situation of the company.

The written assignment should at least cover the following:

- ✦ *Effective Communication*
- ✦ An executive summary of approximately 1 page. The assignment also takes into account an assessment of each student's **personal development** in connection with writing the report. Each group member must write a memo addressed to the Effective Communication lecturer on their development during the process of completing the assignment – approximately a half A4. The memos should be placed together as an appendix to the project.
- ✦ *Organisational and Management Studies*
- ✦ An overall assessment of the company that includes organisational structure, motivation, management, communication etc.
- ✦ *Introductory Statistics*
- ✦ Turnover figures for G4S for the year 2009/15 appears in enclosure 1.

- 1) Calculate and show the statistics for the following:
 - (a) The mean
 - (b) The variance and the standard deviation
 - (c) The median
 - (d) The inter quartile range
 - (e) Any other statistics that you know and deem relevant

Please comment on your findings.

In enclosure 1 you have the financial key figures for G4S for the years 2015 back to 2009.

- 2) Please make a graphic presentation of the following that fulfils the formal requirements for scientific presentation:
 - ✦ Net turnover;
 - ✦ Result for the operating profit; ✦ Equity (ultimo);
 - ✦ Total balance (ultimo).

Please comment briefly on the graphs / figures.

NB: Data for the Statistics questions are accessible as Excel files.

Formal requirements for the report:

The following subjects should be represented in the report:

Effective Communication	approx. 6 pp.
Introductory Statistics	approx. 4 pp.
Organisational and Management Studies	approx. 4 pp.

Depending on the group's focus area, a number of pages can differ.

A **log** should be recorded on a daily basis that documents the group work process. This log should appear as an appendix. The log template can be found on Blackboard

In the appendix, there must also be a social contract containing the rules for the group's work including conflict handling. The social contract template can be found on Blackboard.

The number and length of appendices should be proportionate to the length of the paper.

Part 2: Presentation of the report

The paper must be presented to the class in the form of a PowerPoint presentation.

The presentation must *not exceed 15 minutes*, following which the group will get 15 minutes (max.) feedback on the assignment as a whole.

All parts of the project must be approved before the project can pass.

Marks will not be awarded – the assignment will be assessed as pass or fail. All parts of the project must be approved before the project can pass.

6.0 2nd semester modules

Environmental and Agricultural Management Spur			
Principles of Research Methodology and Market Research			
Semester	Duration	Credit Points	Student Workload
2 nd Semester	1 Semester	5	150 Hours
Requirements for Participation	Form of Examination		
Successful completion of the 1 st semester	Course Assignment (40%) and End of Semester Exam (60%)		
Learning Outcomes			

The student shall have knowledge of:

- Social research methods and objectives of research process.
- How the choice of research strategy, reflects the research question addressed and constrains the possible outcomes of social research.
- Strategies for social research and research methods.
- Problem formulation and hypotheses testing.
- Data Collection and data analysis.
- Basic research methods including research design, data collection and analysis and interpretation.
- SPSS (Statistical Package for Social Science) Application
- And be able to reflect on various market analysis methods.

The student shall have skills in:

- Developing defining problem formulation and testable hypotheses.
- Designing and conducting quantitative or qualitative research studies in field settings.
- Collecting, storing and using of data by utilizing basic tools of SPSS application.
- Undertaking appropriate data analysis in the testing of research questions.
- Developing research arguments while working with a range of commonly used social research.
- Independently formulating a research proposal that is attentive to the feasibility of 'real-life' research settings
- Articulating a thorough understanding of one research method through the systematic planning of a research project
- Using research data to formulate or evaluate new research questions
- Applying different market analysis methods with a view to collecting and processing information;
- Applying statistical skills in assessing the validity and reliability of the market analysis.

The student shall acquire competencies to:

- Discuss a range of research methods and situate a research project in terms of existing methodological approaches.
- Formulate the research problem formulate and researchable questions
- Define a research strategy and design a research project to answer a research questions
- Discuss the practice and principles of qualitative and quantitative social research
- Use skills and knowledge acquired in the course to evaluate the quality of published research by sociologists and other social scientists
- Develop and Independently implement small scale research project • Handle the completion of market analyses for the company.
- Present the results of investigation

Environmental and Agricultural Management Spur			
Communication, Organization, Management II			
Semester	Duration	Credit Points	Student Workload
2 nd semester	1 semester	5	150 time hours
Requirements for Participation	Form of Examination		
Successful completion of the 1 st semester	Course assignment (40%) End of semester exam (60%)		
Learning Outcomes			

Communication

The student shall have knowledge of:

- Cultural theories and models, analysis of national cultures
- Cultural differences, nationally and internationally as well as the opportunities and restrictions of own culture in international cooperation
- Concepts such as: cultural values, cultural identity and cultural behaviour, culture as competitive parameter
- Concept and theories concerning company culture
- Current organisational and cultural problems and players - to create constructive relationships with others The students shall have skills in:
- Identifying and assessing cultural symbols and their consequences in practice
- Understanding the consequences of culture in a business/communicative context
- Using English in writing and orally with consideration for the various cultural contexts
- Cooperating across cultures

The student shall acquire competencies to:

- Defining, analysing and assessing company culture and the significance on the company's strategy and competitiveness
- Produce receiver-oriented messages in English, both in writing and orally

Organisation

- The student shall have knowledge of:
- Innovation models and concepts as well as innovative processes in practice - The student shall have skills in:
- Applying innovation models and defining innovation types in practice - The student shall acquire competencies to:
- Apply innovation models and tools for practical idea development, identification of innovation types and assess innovation as competitive parameter

Management

- The student shall have knowledge of:
- The logistical sub-elements and activities, e.g. distribution, stock, production, purchase and information systems in the company's supply chain - The student shall have skills in:
- Supply chain management and analysing and assessing problems, e.g. choice of production principle, purchase policy, relationships with suppliers, etc.
- The student shall acquire competencies to:
- State relevant opportunities for action/new suggestions and assess the consequences in this connection on the company's supply chain
- Suggest, understand and assess the consequences of changes in the company's various logistic sub-systems and the significance on logistic efficiency and competitive power
- Acquire skills and new knowledge as regards the subject area and include it in logistic problems

Environmental and Agricultural Management Spur			
Environment and Ecosystems			
Semester	Duration	Credit Points	Student Workload
2 nd semester	1 semester	10	300 time hours
Requirements for Participation	Form of Examination		
Successful completion of the 1 st semester	<ul style="list-style-type: none"> - Course assignment (40%) - End of semester exam (60%) 		

Learning Outcomes			
<p>Landscape and Environmental Protection The student shall have knowledge of:</p> <ul style="list-style-type: none"> - To understand the physical, chemical, and biological factors controlling the dynamics of aquatic and terrestrial ecosystems; - Explains the basic terms and issues in the field of landscape and environmental protection, explains the concept of sustainable development - understand interactions between environmental protection and the use and conservation of natural resources <p>The student shall have skills in:</p> <ul style="list-style-type: none"> - Identifying key environmental indicators - Recognising problems and need for action in a specified industrial and agricultural production and/or area - And be able to identify specific ecosystems - The student shall acquire competencies to: - Independently conduct a project in the field of environmental management - Give realistic proposal for solutions in environmental management <p>Water Supply, Water Protection, Water Restoration -</p> <p style="padding-left: 40px;">The student shall have knowledge of:</p> <ul style="list-style-type: none"> - Water resources, ground water and surface water - Water supply and water treatment systems <p>The student shall have skills in:</p> <ul style="list-style-type: none"> - Evaluating the status (quality) of rivers, lakes, groundwater and drinking water - Evaluating legislation, regulations and public planning concerning water use - The student shall acquire competencies to: - Match water pollution with human activity - Elaborate practice-based solution possibilities for the company's choice of water - composition and treatment, and planning - Independently conduct a project in the field of water/environmental management <p>Vegetation, Ecology and Biodiversity</p> <p>The student shall have knowledge of:</p> <ul style="list-style-type: none"> - Explains the basic terms and issues in the field of ecology - Describes the relations and interactions between biotic and abiotic components of the environment, - Presents the causes and consequences of a biological imbalance in the ecosystems, - Vegetation ecology and plants <p>The student shall have skills in:</p> <ul style="list-style-type: none"> - Indicates the need for biological monitoring of the environment and the possibility of using bioindicators in the assessment of the environment - and be able to explain biodiversity and describe the importance of maintaining high level of biodiversity - Recognizing types of nature by a few characteristic plant species - Analyzing consequences of nutrient enrichment of natural areas - The student shall acquire competencies to: - Presents the causes and consequences of a biological imbalance in the ecosystems - Independently conduct a project in the field of biodiversity management - Propose implementation of a specific action plan 			
Environmental and Agricultural Management Spur			
Fundamentals of Agriculture			
Semester	Duration	Credit Points	Student Workload

2 nd semester	1 semester	5	150 time hours
Requirements for Participation	Form of Examination		
Successful completion of the 1 st semester	<ul style="list-style-type: none"> - Course assignment (40%) - End of semester exam (60%) 		
Learning Outcomes			
<p>Soil Science The student shall have knowledge of:</p> <ul style="list-style-type: none"> - Biochemical concepts and contexts in relation to environmental protection and agricultural production - Importance of organic components and nutrients relating to agricultural production <p>The student shall have skills in:</p> <ul style="list-style-type: none"> - Recognising different types of soil (classification) - Recognising possibly need for soil protection and remediation <p>The student shall acquire competencies to:</p> <ul style="list-style-type: none"> - Describe connection between soil science and plant production - Produce an action plan for remediation of a specific area or for instance waste dumps - Propose implementation of a specific action plan <p>Animal Physiology and Welfare The student shall have knowledge of:</p> <ul style="list-style-type: none"> - The cell structure and biological processes in mammals - The digestive systems of ruminants, non ruminant mammals and poultry - Factors that influence on livestock welfare <p>The student shall have skills in:</p> <ul style="list-style-type: none"> - Describing the feeding strategy for ruminants, non ruminant mammals and poultry - Describing the importance of animal behavior and welfare <p>The student shall acquire competencies to:</p> <ul style="list-style-type: none"> - Produce and present a feeding strategy for a farm production - Produce and present an action plan for improving livestock welfare <p>Plant Physiology The student shall have knowledge of:</p> <ul style="list-style-type: none"> - Plant anatomy and cell structure - Plant physiology <p>The student shall have skills in:</p> <ul style="list-style-type: none"> - Describing factors for optimal plant growth - Describing the differences between agricultural production and plant growth in the wild <p>The student shall acquire competencies to:</p> <ul style="list-style-type: none"> - Use the achieved knowledge in relation to production and environmental management 			

Environmental and Agricultural Management Spur			
Financial Statement Analysis			
Semester	Duration	Credit Points	Student Workload
2 nd semester	1 semester	3	90 time hours

Requirements for Participation	Form of Examination
None	Course assignment (40%) End of semester exam (60%)
Learning Outcomes	
<p>The student shall have knowledge of:</p> <ul style="list-style-type: none"> - Companies'/organizations' market and cost components; - The company's/organizations' costs including fixed and variable costs as well as the cost driver concept; - The company's/organization's marketing mixes as basis of income; - Companies'/organizations' financial information systems and on this basis interpret information; <p>The student shall have skills in:</p> <ul style="list-style-type: none"> - Assessing different types of cost and their characteristics; - Analyzing the contribution margin with a view to break-even analyses and financial management; - Communicating financial information and stating reasons for development, including sustainable tendencies to stakeholders. <p>The student shall acquire competencies to:</p> <ul style="list-style-type: none"> - Assessing which factors influence the company's/organization's costs and revenue; - Analyzing the economic development, including sustainable environmental development of a company/organization in a structured manner with a view to finding opportunities for action. 	

7.0 3rd semester modules

Environmental and Agricultural Management Spur			
Nature Planning, Conservation / Restoration, Recreation and Habitat Management			
Semester	Duration	Credit Points	Student Workload
3 rd semester	1 semester	10	300 time hours
Requirements for Participation	Form of Examination		
Successful completion of the 2 nd semester	<ul style="list-style-type: none"> - Course assignment (40%) - End of semester exam (60%) 		
Learning Outcomes			
<p>The student shall have knowledge of:</p> <ul style="list-style-type: none"> - Various methods used in planning for nature conservation and/or restoration/remediation - Know the general structure and content of a management plan <p>The student shall have skills in:</p> <ul style="list-style-type: none"> - Understand and be able to reflect on various ways to and reasons for planning for nature conservation and/or restoration/remediation - Recognizing the need for planning nature conservation and/or restoration/remediation - Applying different methods with a view to collecting and processing information - Choosing the specific care for a specific focus area <p>The student shall acquire competencies to:</p> <ul style="list-style-type: none"> - Make proposal for management plan for nature conservation and/or restoration/remediation - Participate in professional and interdisciplinary cooperation for nature conservation and/or restoration/remediation 			

Environmental and Agricultural Management Spur			
Green Technology, Renewable Energy, and Waste Management			
Semester	Duration	Credit Points	Student Workload
3 rd semester	1 semester	10	300 time hours
Requirements for Participation	Form of Examination		
Successful completion of the 2 nd semester	<ul style="list-style-type: none"> - Course assignment (40%) - End of semester exam (60%) 		
Learning Outcomes			
<p>The student shall have knowledge of:</p> <ul style="list-style-type: none"> - Environmental impacts from agriculture, private households and industry - Models and theory to reduce environmental impacts - Green energy – what types exist and how does it work - General financial considerations in terms of implementing green energy <p>The students shall have skills in:</p> <ul style="list-style-type: none"> - Identifying and assessing the primary sources of environmental impact - Understanding the consequences of not dealing with waste and waste water management - Understanding the balance between food production, infrastructure, industry, energy production and environmental protection - Understanding the difficulties in exchanging fossil fuels with renewable energy sources <p>The student shall acquire competencies in:</p> <ul style="list-style-type: none"> - Stating relevant opportunities for action/new suggestions to improve waste and waste water management in a local context - Proposing innovative ways to implement environmental technology - Proposing a new and applicable combination of energy sources in a local community or larger industry - Proposing new ways to communicate and to improve awareness in local populations - Suggesting local environmental action plan, that contains analysis of environmental problems, technical solutions, involvement of local population and/or NGO, financing and costs, political and/or legal concerns 			

Environmental and Agricultural Management Spur			
Basis of Food Production			
Semester	Duration	Credit Points	Student Workload
3 rd semester	1 semester	5	150 time hours
Requirements for Participation	Form of Examination		
Successful completion of the 2 nd semester	<ul style="list-style-type: none"> - Course assignment (40%) - End of semester exam (60%) 		
Learning Outcomes			

The goal of this subject is to offer a basic knowledge about food production; from the primary production up to the food quality and safety, for the customer use.

The student shall have knowledge of:

- How practically agriculture looks like
- Plant production and storage
- Livestock production, care and use
- Plant and livestock protection and care
- Specialized agricultural production and small scale markets

The student shall have skills in:

- Organizing the right measures in Agriculture, related to GAP
- Understanding needs for proper agricultural measures
- Understanding how GAP affects successful Ag. production
- Analyzing the influence of agriculture on the overall economy

The student shall acquire competencies to:

- Describe new achievements in modern agriculture
- Combine knowledge and skills in food quality VS. to GAP
- Communicate advantages and disadvantages of particular agriculture operations
- Propose a measures for agriculture improvements in a local area/community

Environmental and Agricultural Management Spur			
Business Planning			
Semester	Duration	Credit Points	Student Workload
3 rd semester	1 semester	5	150 time hours
Requirements for Participation	Form of Examination		
Successful completion of the 2 nd semester	- Business Plan (Written document) (66.6%) - Oral Presentation (33.3%)		
Learning Outcomes			
<p>The student shall have knowledge of:</p> <ul style="list-style-type: none"> - Principles of entrepreneurship - Basic knowledge of business plan - Methods for project description - Tools for project development <p>The student shall have skills in:</p> <ul style="list-style-type: none"> - Consider the potential for an idea to evolve to a concrete project - Making a preliminary and realistic budget for implementing a new project - Communicate the project idea for stakeholders <p>The student shall acquire competencies to:</p> <ul style="list-style-type: none"> - Develop the idea and communicate the project description for a third party - Focused seeking new knowledge about project development and fundraising - Determined working with expanding professional network - Creating their your own business plan 			

8.0 4th semester modules

Environmental and Agricultural Management Spur			
Internship			
Semester	Duration	Credit Points	Student Workload
4 th semester	1 semester	15	450 time hours
Requirements for Participation	Form of Examination		
Successful completion of the 3 rd semester	Internship report, graded pass or fail		
Learning Outcomes			
<p>The student shall have knowledge of:</p> <ul style="list-style-type: none"> - The professional area's applied theory and method as well as of practice - Concepts and methods on the application within the chosen problem <p>The student shall have skills in:</p> <ul style="list-style-type: none"> - Reflection on the application of concepts and methods within the chosen problem - Applying a comprehensive set of technical, creative and analytical skills attached to employment within the industry - Assessing practice-based problems and state possible solutions - Communication of practice-based problems and proposals for solutions <p>The student shall acquire competencies to:</p> <ul style="list-style-type: none"> - Acquire skills and new knowledge as regards the profession in a structured context 			

Environmental and Agricultural Management Spur			
AP Thesis			
Semester	Duration	Credit Points	Student Workload
4 th semester	1 semester	15	450 time hours
Requirements for Participation	Form of Examination		
Successful completion of the 3 rd semester	<ul style="list-style-type: none"> - AP thesis (2/3) - Oral AP thesis defense (1/3) 		
Learning Outcomes			

The purpose of the final examination project is that the student completes an independent, interdisciplinary and practice-based thesis that demonstrates the knowledge, skills and competencies that originates from the overall learning objectives of the Environmental and Agricultural Management study programme. As a main rule, the thesis takes its starting point in concrete problems in a company. Apart from the learning objectives of the programme, the learning objectives for the examination project are:

The student must have knowledge of:

- the most appropriate theories and methods within the profession **The student must be able**

to:

- apply and combine skills connected to the core subjects of the programme
- apply methods and tools to gather and analyze information in relation to a practice-based problems

The student shall acquire competencies to:

- be part of development-oriented and/ or interdisciplinary work processes
- assess theoretical and practice-based problems
- draw up and present solutions and justify the chosen actions and solutions

9.0 5th semester modules

Environmental and Agricultural Management Spur			
Biochemistry			
Semester	Duration	Credit Points	Student Workload
5 th Semester	1 Semester	5	150 time hours
Requirements for Participation	Form of Examination		
None	Interdisciplinary semester project and oral end of semester exam		
Learning Outcomes			
<p>The student shall have knowledge of:</p> <ul style="list-style-type: none"> - have knowledge about functional groups in organic molecules - have an understanding for properties of proteins, carbohydrates, lipids and enzymes basic chemical structure and also the general function and capacity - be able to describe central paths of metabolism and the regulation - show general knowledge of central metabolites an co-factors <p>The student shall have skills in:</p> <ul style="list-style-type: none"> - be able to communicate knowledge in writing regarding biochemical issues in relation to agribusiness and environmental management - be able to classify relevant enzymes and their general mechanism and regulation in relation to agribusiness and environmental management <p>The students shall have competencies in:</p> <ul style="list-style-type: none"> - be able to apply theoretical based tools in solving biochemical issues in relation to agribusiness and environmental management - be able to reflect on organism adoptions for different life conditions in a biochemical context 			

Environmental and Agricultural Management Spur			
Ecology and Management of Natural Resources			
Semester	Duration	Credit Points	Student Workload
5 th Semester	1 Semester	3	90 time hours
Requirements for Participation	Form of Examination		
None	Interdisciplinary semester project and oral end of semester exam		
Learning Outcomes			
<p>Knowledge The graduate will:</p> <ul style="list-style-type: none"> - have knowledge about principles for mechanisms and biotic, abiotic and evolutionary conditions that are regulating species occurrence, and also population dynamic and biodiversity - have an understanding for transport of elements and nutrients within and between ecosystems - Knowledge about loss of nutrients from agricultural production, minimizing emissions and leaching, and sustainable use of nutrients from livestock production - Have knowledge about techniques for use of products and residuals from agricultural production for renewable energy - Have an understanding of the correlation between agricultural and industrial production and consequences for biodiversity, air and water quality and effects on climate <p>Skills The graduate will:</p> <ul style="list-style-type: none"> - be able to assess and analyse the consequences of agricultural production on cycles of elements and nutrients in relation to natural environment – including effects on climate - be able to work with actual problems in project teams, and communicate results and proposals in writing and oral <p>Competencies The graduate will:</p> <ul style="list-style-type: none"> - be able to independently collect data for assessment and conduct analysis of environmental character and consequences of agricultural production - be able to independently identify problems and propose qualified solutions in relation to agribusiness and environmental management 			

Environmental and Agricultural Management Spur			
Philosophy of Science and Research Methodology			
Semester	Duration	Credit Points	Student Workload
5 th Semester	1 Semester	5	150 time hours
Requirements for Participation	Form of Examination		
None	Interdisciplinary semester project and oral end of semester exam		
Learning Outcomes			

Content

- ✦ *Philosophy of science and Methodology* refers to the specific subject area's considerations of its existence as an academic discipline;
- ✦ Illustration of what consequences the choice of scientific paradigms have for choice of methods and what it ultimately means for the analysis and assessment of practice;
- ✦ A foundation for academic work;
- ✦ Research into the central methodological approach within the disciplines of business economics;
- ✦ Systematization of the approach to produce knowledge;
- ✦ Understanding and command of the academic challenges encountered in modern society.

Knowledge

The student will:

- ✦ Gain insight into important perspectives in knowledge, perceptions and recognition;
- ✦ Have a solid grasp of what knowledge means in the context of social science and have a grasp of what role the knowledge plays in a business economic perspective;
- ✦ Have a basic knowledge of essential theoretical problems and schools within a socialscience perspective and in particular within the core areas of marketing, organisation/management and economics;
- ✦ Have knowledge about the theory's theoretical hypotheses and methodological approaches which support the production of knowledge;
- ✦ Have knowledge and understanding of central paradigm shifts within the disciplines of business economics;
- ✦ Have understanding of the application of methodology in project and report writing following the principles of academic work.
- ✦ Have knowledge on the EAM sampling methods

Skills

The student will:

- ✦ Be able to relate critically to empirical-analytical theory and among other things be able to discuss what knowledge is, how it is generated and how it relates to practice;
- ✦ Be able to reflect upon and enter into discussions about business economic perspectives in academic contexts;
- ✦ Be able to work with theoretically and methodologically based problems and integrate understanding of academic work and methods professionally in project and report writing;
- ✦ Be able to collate, adapt and interpret quantitative and qualitative data along with relating critically to existing or new data materials, including having knowledge about measuring scales and being able to judge the relevance, topicality, validity, reliability and scope for generalisation of data;
- ✦ Be able to prepare problem analysis and perform problem definition, put forward problems and hypotheses, along with being able to perform methodological considerations and substantiate choice of research methods;
- Be able to structure and analyse following the principles of academic work.

Environmental and Agricultural Management Spur			
Staff Development			
Semester	Duration	Credit Points	Student Workload
5 th Semester	1 Semester	5	150 time hours
Requirements for Participation	Form of Examination		

None	Interdisciplinary semester project and oral end of semester exam
Learning Outcomes	
The student shall have knowledge of:	
<ul style="list-style-type: none"> <input type="checkbox"/> knowledge of theoretical models for development of staff <input type="checkbox"/> understand the basic theory and models in the area <input type="checkbox"/> have knowledge and understanding of different methods for recruiting staff <input type="checkbox"/> have a general and broad knowledge of the theories that can support around the development of its staff, including the development of skills <input type="checkbox"/> personal development, including self-management and stress management <input type="checkbox"/> personal Team Building <input type="checkbox"/> development of personal development plans 	
The student shall have skills in:	
<ul style="list-style-type: none"> <input type="checkbox"/> analyze and evaluate theoretical and practical issues related to planning and staff development, and make reasoned proposals for future developments <input type="checkbox"/> prepare proposals for the recruitment plan <input type="checkbox"/> develop strategies for motivating staff <input type="checkbox"/> have an understanding of mentoring and coaching's relevance to staff prepare proposals for conflict management in the organization <input type="checkbox"/> to develop skills plans for staff, including self and stress management <input type="checkbox"/> able to apply the learned theory to specific staff development tasks 	
The students shall have competencies in:	
<ul style="list-style-type: none"> <input type="checkbox"/> analyze and evaluate complex practical employee situations in an organization and provide reasoned proposals for staff policy, which promotes the organization's overall effectiveness <input type="checkbox"/> engage in consulting, disciplinary and interdisciplinary functions and relations that are relevant to the organization <input type="checkbox"/> be able to identify and develop personal network <input type="checkbox"/> be included in the daily work in an organization with independent responsibility at operational and middle management level - be able to identify own learning needs, so that necessary knowledge and skills continually evolving 	

Environmental and Agricultural Management Spur			
Advanced Statistics			
Semester	Duration	Credit Points	Student Workload
5 th Semester	1 Semester	5	150 time hours
Requirements for Participation	Form of Examination		
None	Interdisciplinary semester project and oral end of semester exam		
Learning Outcomes			

The student shall have knowledge of:

- Refreshed knowledge of a normal distribution, binomial and Poisson variables and statistical test types
- Has broad knowledge of using statistical models and related
- experimental work within a wide range of specialty of environmental management and agribusiness
- Have knowledge and understanding of statistical design of experiments; test of hypotheses, design of experiments, statistical calculation of data and interpretation of results

The student shall have skills in:

- Set up and use simple spreadsheets templates to solve mathematical problems
- Participate in interpretation of experimental results from a statistical viewpoint

The students shall have competencies in:

- Independently be responsible for the practical planning of statistical tests and test series
- Independently develop statistical hypotheses and associated dimensional experimental designs from a given problem formulation
- Independently present experiments, results and evaluations

Environmental and Agricultural Management Spur			
Strategy and Business Development			
Semester	Duration	Credit Points	Student Workload
5 th Semester	1 Semester	5	150 time hours
Requirements for Participation	Form of Examination		
None	Interdisciplinary semester project and oral end of semester exam		
Learning Outcomes			
<p>Knowledge: Understanding of relevant theories and models related to growth and profitability opportunities in agribusiness Understanding the macroeconomic and microeconomic impacts on growth & profitability Understanding the business and consumer markets in relation to food- and feed products and environmental management Understanding the corporate strategies for growth and opportunity Understanding the theories and models behind new offerings</p>			
<p>Skills: Be able to apply relevant models and theories to recognize opportunities for growth and profitability Be able to apply relevant theories and models in recognizing opportunities in the business and consumer markets in relation til food- and feed products and environmental management Be able to apply relevant theories and models in developing new product offerings</p>			
<p>Competences: Be able to choose relevant theories and models to explore growth and profitability opportunities Be able to identify relevant theories and models to implement programmes and strategies in developing consumer and business markets Be able to identify relevant theories and models to implement development of new product offerings</p>			

Environmental and Agricultural Management Spur			
Food Safety and Food Quality			
Semester	Duration	Credit Points	Student Workload
5 th Semester	1 Semester	2	60 time hours
Requirements for Participation	Form of Examination		
None	Individual Case study 20%, Group case analysis 10%, Quiz 10%, Interdisciplinary project 60%		
Learning Outcomes			
<p>The student shall have knowledge of:</p> <ul style="list-style-type: none"> <input type="checkbox"/> have knowledge about food safety and how the authorities handles food safety <input type="checkbox"/> have an understanding of how agricultural practice is effecting food quality and health <input type="checkbox"/> have an understanding for the differences in view on food quality and food safety (consumer, producer and authorities) <p>The student shall have skills in:</p> <ul style="list-style-type: none"> <input type="checkbox"/> be able to analyze problems and apply relevant tools of control in planning of, and actual food production <p>The students shall have competencies in:</p> <ul style="list-style-type: none"> <input type="checkbox"/> be able to, independently and in teams, develop practical and well-augmented proposal for solutions for the use of biological resources for plant and animal production <p>be able to communicate documented and well-augmented knowledge about food safety and food quality to consumers, producers and authorities</p> <p>Content of teaching:</p> <ul style="list-style-type: none"> - Legislation and control – local and international examples - Food quality – for the consumer, the producer and the authorities - How nutrients and production affects food quality - What is food safety – how and why - Health in relation to food quality (functional foods) - Eating quality and eating experience - Ethical quality – animal welfare and effect on environment - GMO – advantages and disadvantages 			

Semester 5 Sample Project proposal: “Sustainable water supply”

1. Background of the project

In Mitrovica region there is a large reserve of water used for drinking water production. This artificial lake was established in the 1970s, which is designed to provide enough water for drinking water production but also for irrigation of all Kosovo. This lake is connected with web of canals which bring water to the southern planes in Kosovo. The water factory is situated near Mitrovica.

For your semester project, give proposal for sustainable water supply in Mitrovica region.

In your proposal you must include all subjects covered over the semester to evaluate your learning outcomes.

Expected learning outcomes

- Using the tools from the course Philosophy of Science and Methodology, analyze the problem, provide the problem statement, use the qualitative methodology and set the project construction.
- Using the tools from the course **Statistics**, make a statistic analysis comparing the results from water shortage frequency and drinking water quality
- Using the tools from **Biochemistry**
- Using the tools from the course of **Ecology and management of natural resources** address the climate change impact to the environment, aquatic and terrestrial organisms and human use of natural resources
- Using the tools from the course **Strategy and business development**, analyze and evaluate Water supply and waste water treatment factory complex practical situation, develop the strategy starting point by involving relevant stakeholders, that will ensure proper company’s operation.
- In order to implement the strategy there is needed **Staff development** tools, to analyze and evaluate complex situation in Problem owner, provide reasoned proposal for staff policy at operational and middle management level

10.0 6th semester modules

Environmental and Agricultural Management Spur			
Environmental Chemistry			
Semester	Duration	Credit Points	Student Workload
6 th Semester	1 Semester	5	150 time hours
Requirements for Participation	Form of Examination		
None	Interdisciplinary semester project and oral end of semester exam		
Learning Outcomes			

The student shall have knowledge of:

Knowledge of hazardous substances related to agriculture, water and air
 Knowledge of basic soil chemistry in relation to pollutants
 Knowledge of basic water chemistry

The student shall have skills in:

Explain the environmental chemical problems from agricultural and industrial production and why they occur
 Explain the models and mechanisms of pollutant circulation in the atmosphere, water and soil

The students shall have competencies in:

Describe and evaluate methods for solving environmental chemistry problems
 Search and critically evaluate environmental chemical information
 Apply chemical knowledge to discuss current environmental chemical problems
 Develop proposals for solving environmental chemistry problems in relation to agriculture, water and air

Environmental and Agricultural Management Spur			
Bioenergy			
Semester	Duration	Credit Points	Student Workload
6 th Semester	1 Semester	5	150 time hours
Requirements for Participation	Form of Examination		
None	Interdisciplinary semester project and oral end of semester exam		
Learning Outcomes			

<p>Knowledge</p> <p>The graduate will:</p> <ul style="list-style-type: none"> have knowledge about production of anaerobic digestion (biogas) have knowledge about production of biofuels; 2nd generation bioethanol, biogas and biodiesel for transport have knowledge about bio refinery have knowledge about local and international experiences with bioenergy <p>Skills</p> <p>The graduate will:</p> <ul style="list-style-type: none"> be able to identify possible alternative energy solutions in the agribusiness industry be able to analyse and communicate advantages, disadvantages and challenges in the bioenergy industry be able to collect and analyse new knowledge about bioenergy and bio refinery be able to identify stakeholders and potential problems in developing bioenergy in local region <p>Competencies:</p> <p>The graduate will</p> <ul style="list-style-type: none"> be able to analyse the possibility for implementing bioenergy locally, regional and nationally be able to apply international knowledge and propose realistic development of bioenergy projects and proposition for implementation of bioenergy locally, regional and nationally be able to present possible problems and possible solutions in relation to bio refinery

Environmental and Agricultural Management Spur			
Landscape Management			
Semester	Duration	Credit Points	Student Workload
6 th Semester	1 Semester	5	150 time hours
Requirements for Participation	Form of Examination		
None	Interdisciplinary semester project and oral end of semester exam		
Learning Outcomes			
<p>The student shall have knowledge of:</p> <ul style="list-style-type: none"> Knowledge of the regulatory framework relating to landscape management Knowledge and understanding of Public Administration Knowledge of Landscape Character Method <p>The student shall have skills in:</p> <ul style="list-style-type: none"> Describe the landscape's overall structure Formulate and communicate goals and guiding principles for the use and protection of the landscape Collect and analyze new knowledge in relation to landscape management Identify stakeholders and potential challenges related to governance, stakeholder collaboration and landowner issues <p>The students shall have competencies in:</p> <ul style="list-style-type: none"> Identify, analyze, assess and communicate current and potential landscape values Identify and communicate landscape issues Develop proposals for interdisciplinary solutions to landscape problem positions 			

Environmental and Agricultural Management Spur			
Project Management			
Semester	Duration	Credit Points	Student Workload
6 th Semester	1 Semester	5	150 time hours
Requirements for Participation	Form of Examination		
None	Interdisciplinary semester project and oral end of semester exam		
Learning Outcomes			
<p>The student shall have knowledge of: Project types, project management models and tools Funding, staffing and financial management of project</p> <p>The student shall have skills in: Undertake project management and resource management tasks Assess and apply project management models and understand their applicability in the environmental area Use appropriate project management tools in planning concrete projects</p> <p>The students shall have competencies in: Define a project and selecting an appropriate governance model for this Plan and manage time, finances and quality and evaluate management and consumption of time, the economy compared to the achieved quality Assemble and lead a meaningful project team to solve a given task</p>			

Environmental and Agricultural Management Spur			
Sustainable Agriculture			
Semester	Duration	Credit Points	Student Workload
6 th Semester	1 Semester	5	150 time hours
Requirements for Participation	Form of Examination		
Successful completion of the 5 th semester	Interdisciplinary semester project and oral end of semester exam		
Learning Outcomes			

The goal of this subject is to summarize previous gained knowledge about Agriculture and Food production, and to upgrade it with the most recent achievements in these fields. Students shall have an ability to analyze strengths and threats of the particular agriculture achievements.

The student shall have knowledge of:

- Importance of Ag at local and global scale
- Agriculture as an agent of overall economy opportunity
- Determination of key indicators for sustainable Ag production
- Determination of chances for economy growth as a result of agriculture improvement at: micro, medium and global scale
- Improving the added value chain, as a result of achieving the sustainable agriculture

The student shall have skills in:

- Determining the key points of sustainable agriculture
- Determining the milestones toward the sustainable agriculture
- Proposing the measures toward the sustainable agriculture
- Analyzing the benefits and possible threats in sustainable agriculture

The student shall acquire competencies to:

- Analyze current situation and propose measures for improvements toward the sustainable agriculture
- Combine knowledge and skills in planning the sustainable agriculture
- Estimate the achieved goals
- Planning the next steps in sustainable agriculture

11.0 7th semester modules

7th Semester Course guide

1. Internship

An internship is an on the job training. The internship has to be passed through in the 7th semester of studies and has to last a minimum of twelve weeks. The internship has to be equivalent to a full time (40 work hours per week) position. The internship has a weight of 15 ECTS points.

7th semester exam regulations

Module	Examination method	Grading
Internship	Written report	Pass/Fail
Bachelor Project	Bachelor thesis and presentation of 45 minutes	Graded

Syllabi

Environmental and Agricultural Management Spur			
Internship			
Semester	Duration	Credit Points	Student Workload
7 th Semester	1 Semester	15	450 time hours

Requirements for Participation	Form of Examination
None	Evaluated pass or fail
Learning Outcomes	
<p>The learning outcomes of the internship are as follows:</p> <p>Knowledge The graduate will:</p> <ul style="list-style-type: none"> - have knowledge and understanding of practice, applied theory and methods in work areas of the internship period - have knowledge and understanding of terms and methods - have gained experiences in taking part in solving tasks and problems in the internship period <p>Skills The graduate will:</p> <ul style="list-style-type: none"> - be able to apply theory for executing work tasks in the current company - be able to assess theoretical and practical problems and give proposals for solutions - be able to use and communicate relevant theories in solving problems - be able to independently (active) take part in planning and organization of assignments in the current company - be able to independently develop own theoretical and practical knowledge <p>Competencies The graduate will:</p> <ul style="list-style-type: none"> - be able to see own role in solving relevant problems in the current company - be able to take part in specialized and inter disciplinary solving of assignments - be able to reflect on practise and reflect on practise in relation to theory - be able to take part in a cooperative solving of complex and developing tasks and assignments with co-workers and across the organisation - be able to assess own skills in relation to practise in the current company and reflect and assess on the need for further learning objectives 	

2. Bachelor Project

2.1. Prerequisites

In order to complete the Bachelor project, the student must have passed all examinations of the two previous semesters of the Environmental and Agricultural Management top-up study programme as well as his/her internship.

Environmental and Agricultural Management Spur			
Bachelor Project			
Semester	Duration	Credit Points	Student Workload
7 th Semester	1 Semester	15	450 time hours
Requirements for Participation	Form of Examination		
None	Written thesis (70%) Oral defense 45 minutes (30%)		
Learning Outcomes			

Knowledge

The student will:

- have knowledge about the profession's and subject area's applied theory and methods along with practice
- be able to understand theory and methods along with being able to reflect upon the profession's application of theory and methods

Skills

The student will:

- be able to apply methods and tools for collation and analysis of information and will master the skills related to employment in the profession
- be able to assess theoretical and practical problems and substantiate the chosen actions and solutions
- be able to communicate practical and professional problems and solutions for colleagues and users

Competencies

The student will:

- be able to handle complex and development-oriented situations in relation to work and study
- be able to independently enter into academic and interdisciplinary cooperative work and take on responsibility within the settings of professional ethics
- be able to identify their own learning needs and, in relation to the profession, develop their own knowledge and skills