

MINISTRY OF EDUCATION OF THE REPUBLIC OF AZERBAIJAN

**Approved by Resolution No. 0907 of
the Ministry of Education of the Republic of Azerbaijan,
dated 2020**

BACHELOR'S DEGREE EDUCATIONAL PROGRAM
(Basic Higher Medical Education)

Specialization:

Code and Title of the Specialty: 050409 – Accounting

Baku – 2020

BACHELOR'S DEGREE EDUCATIONAL PROGRAM - Specialty: 050409 – Accounting

1. General Provisions

1.1. The Bachelor's Level Educational Program for the specialty 050409 – Accounting (hereinafter referred to as *the Program*) has been developed in accordance with the Law of the Republic of Azerbaijan "On Education", the relevant resolutions of the Cabinet of Ministers of the Republic of Azerbaijan, and the “Classification of Specialties (Programs) at the Bachelor's Level (Basic Higher Medical Education)”.

1.2. The objectives of the Program are as follows:

- To define the graduate's core competencies, the academic scope of the specialty, teaching and learning methodologies, assessment strategies, expected learning outcomes, infrastructure and human resource requirements, as well as internship, employment, and further educational opportunities;
- To provide students and employers with clear information about the knowledge, skills, and qualifications acquired by graduates;
- To guide experts in evaluating the alignment of personnel training under this Program with established educational standards.

1.3. The Program is compulsory for all higher education institutions across the Republic of Azerbaijan that offer bachelor's level education in the specialty **050409 – Accounting**, irrespective of their administrative affiliation, ownership structure, or legal form.

1.4. Under a five-day academic schedule, the total weekly student workload—including both classroom and extracurricular activities—is set at **45 hours** (excluding institutions with special-purpose education mandates). Classroom hours must not exceed **50%** of the total weekly workload. Adjustments to weekly workload are permissible depending on the specific nature of the specialty.

2. Graduate Competencies

2.1. Upon successful completion of the Program, graduates are expected to acquire the following **general competencies**:

- Proficiency in oral and written communication in the Azerbaijani language relevant to the field of study;
- Competence in at least one foreign language for professional purposes;
- A well-rounded understanding of the historical, legal, political, cultural, and ideological foundations of Azerbaijani statehood, and the ability to assess its global significance and predict future development;
- Capacity to recognize and evaluate potential threats and challenges to national statehood;
- Proficiency in utilizing information and communication technologies in a professional context;
- Ability to work collaboratively in teams and adopt a consensus-driven approach to problem-solving;
- Adaptability to new circumstances, initiative-taking behavior, and a results-oriented mindset;
- Skill in sourcing and selecting relevant information for problem-solving;

- Analytical skills for processing, synthesizing, and applying information in professional settings;
- Competence in planning and organizing professional activities, managing time effectively, and committing to lifelong learning and skill development;
- Awareness of social and environmental responsibilities, civic engagement, ethical conduct, and commitment to quality;
- Ability to engage in self-reflection and constructive self-criticism to enhance personal and professional development;
- Capacity to analyze complex systems, identify interdependencies, and function effectively in uncertain environments;
- Ability to explore future scenarios (possible, probable, and desirable), assess the impact of decisions, and incorporate risk analysis into planning;
- Capability to design and implement innovative, sustainability-oriented solutions at local and broader levels;
- Demonstrate the ability to learn from others, understand their needs, perspectives, and actions (empathy), effectively resolve conflicts that arise within group settings, and actively participate in collaborative and multilateral efforts aimed at problem-solving.
- Ability to evaluate conventional norms and ideas, engage in informed debate, and articulate reasoned positions on sustainability and development;
- Demonstrate the ability to critically assess one's role and responsibilities within society, reflecting on personal values, actions, and their broader social impact.
- Apply diverse approaches and methodologies to effectively solve complex problems, making informed, equitable decisions grounded in analytical thinking and the integration of multiple competencies.
- Demonstrate the capacity to understand, analyze, and synthesize diverse viewpoints and cultural approaches, fostering inclusion and adaptability in an increasingly globalized and pluralistic world.
- Exhibit the ability to formulate and apply interdisciplinary approaches in decision-making processes, integrating knowledge from various fields to address complex issues collaboratively and innovatively.

2.2. Upon completion of the Educational Program, graduates must demonstrate the following **professional competencies**:

- **PC-1:** Possess foundational knowledge of economic theory, including the behavior of enterprises and individuals, key socio-economic indicators, and related processes and challenges.
- **PC-2:** Understand the characteristics of markets within different competitive structures, the operational mechanisms of firms in various market types, and potential interaction scenarios.
- **PC-3:** Demonstrate full command of macroeconomic terminology, analyze open economies, and formulate proposals using appropriate theoretical models.
- **PC-4:** Apply mathematical, quantitative, and computational methods to support optimal decision-making processes.
- **PC-5:** Proficiently use general-purpose and industry-specific software (e.g., Microsoft Excel, Word, PowerPoint, Photoshop), and conduct basic data analyses with analytical tools (e.g., SPSS, Stata, Python).

- **PC-6:** Utilize statistical methods to analyze and organize economic data; collect, interpret, and forecast both quantitative and qualitative data.
- **PC-7:** Apply econometric methodologies to address problems encountered in empirical economic research.
- **PC-8:** Possess basic knowledge of management and organizational principles, and the ability to analyze data systematically and analytically within the specialty.
- **PC-9:** Demonstrate foundational understanding of the theoretical and conceptual principles of accounting.
- **PC-10:** Possess foundational knowledge of financial theory and practice.
- **PC-11:** Analyze the economy at regional and sectoral levels; evaluate agriculture, industry, and service sectors in the context of their role in economic development and interpret emerging trends and concepts.
- **PC-12:** Understand the macroeconomic structure of the national economy, including trends in socio-economic indicators and the fundamentals of economic policy; conduct sector-specific analysis.
- **PC-13:** Demonstrate fundamental knowledge of marketing theory and practices.
- **PC-14:** Analyze problems in management and organization and propose viable solutions.
- **PC-15:** Develop and plan appropriate business management strategies and assess their short- and long-term implications.
- **PC-16:** Understand core career development concepts and practices, including job interview preparation and techniques, resume and cover letter writing, job application processes, professional ethics, motivation strategies, and career planning.
- **PC-17:** Exhibit effective time and stress management skills; apply creative, critical, and analytical thinking; utilize problem-solving and decision-making techniques; demonstrate public speaking and leadership skills; and effectively engage in teamwork.
- **PC-18:** Utilize project management tools and software; communicate effectively using oral and written tools in professional settings.
- **PC-19:** Apply basic mathematical principles to support accounting and financial analysis.
- **PC-20:** Employ theoretical economic knowledge in financial contexts and decision-making.
- **PC-21:** Apply statistical and econometric tools in accounting and financial analysis.
- **PC-22:** Demonstrate knowledge of corporate finance and apply this understanding in financial evaluations.
- **PC-23:** Understand the principles of auditing and control; effectively perform audit and assurance tasks.
- **PC-24:** Apply principles of management accounting to strategic planning and performance management within dynamic business and technological environments.
- **PC-25:** Possess the knowledge required to plan, evaluate, and manage investment projects, and to make informed investment decisions.
- **PC-26:** Understand tax legislation and accurately report tax obligations for individuals and legal entities.
- **PC-27:** Demonstrate knowledge of the financial sector and markets, including trends in financial market development and basic analysis of financial instruments.
- **PC-28:** Identify and manage financial and operational risks in professional contexts.
- **PC-29:** Prepare corporate and consolidated financial statements for stakeholders; support and guide effective decision-making by analyzing, evaluating, and reporting on enterprise activities

and financial positions; possess the skills to conduct assessments and make informed recommendations in accordance with applicable accounting standards, regulatory frameworks, and conceptual reporting principles.

- **PC-30:** Demonstrate competence in teamwork and management, including the ability to collaborate effectively and assume leadership responsibilities when appropriate.
- **PC-31:** Exhibit strong research and analytical thinking skills; anticipate the outcomes of decisions and projects; and formulate strategic approaches to business challenges.
- **PC-32:** Adhere to ethical standards that uphold both business value and public interest, in alignment with the fundamental principles of professional and personal integrity.
- **PC-33:** Make sound financial decisions; evaluate investor behavior from a psychological perspective; possess knowledge of relevant laws, regulations, and compliance mechanisms; and ensure their effective implementation.
- **PC-34:** Demonstrate detailed knowledge of financial reporting through comparative analysis of International Financial Reporting Standards (IFRS), and apply this knowledge in professional practice.
- **PC-35:** Possess comprehensive knowledge of accounting principles and practices; demonstrate the ability to analyze and interpret financial statements effectively.

3. Structure of the Educational Program

3.1. The **Bachelor’s Level Educational Program** in the specialty **050409 – Accounting** comprises a total of **240 ECTS credits**, to be completed over a standard **4-year period**. The credit distribution is structured as follows:

No.	Course Title	ECTS
General Education Courses		30
1	<i>History of Azerbaijan</i> A comprehensive study of the historical development of the Azerbaijani people from ancient times to the present. Emphasis is placed on patriotism, national identity, and analytical interpretation of political history, as well as on drawing conclusions from historical and political processes.	5
2	<i>Business and Academic Communication in Azerbaijani</i> Focuses on enhancing students’ skills in public speaking, academic writing, and professional communication in Azerbaijani, with particular emphasis on presentation and oratory skills.	4
3	<i>Business and Academic Communication in a Foreign Language</i> Develops proficiency in academic and business communication in a foreign language related to the student's specialty. Includes training in oral and written communication, presentation, and professional writing.	15
4	<i>Elective Subjects</i> (Selected by the higher education institution, based on the specialty)	6

4.1	– <i>Philosophy</i>	3
	– <i>Sociology</i>	
	– <i>Constitution of the Republic of Azerbaijan and Fundamentals of Law</i>	
	– <i>Logic</i>	
	– <i>Ethics</i>	
	– <i>Introduction to Multiculturalism</i>	
4.2	– <i>Information Technologies (by specialty)</i>	
	– <i>Information Management</i>	
	– <i>Fundamentals of Entrepreneurship and Introduction to Business</i>	
	– <i>Political Science</i>	
Specialized Courses		120
5	<i>Introduction to Economics</i> Provides foundational economic concepts and an overview of market economies, emphasizing the decision-making principles of economic agents and the efficient allocation of scarce resources.	6
6	<i>Microeconomics</i> Examines the behavior of individuals and firms in various market structures, focusing on profit and utility maximization, and assessing the strengths and limitations of the market mechanism.	10
7	<i>Macroeconomics</i> Analyzes national economic performance, including sustainable growth, unemployment, inflation control, and macroeconomic stability, along with the role of public policy in addressing these issues.	10
8	<i>Linear Algebra and Mathematical Analysis</i> Covers the foundations of linear algebra (e.g., linear equations, vector spaces, linear transformations) and mathematical analysis (e.g., functions, differential and integral calculus).	8
9	<i>Probability Theory and Mathematical Statistics</i> Introduces the mathematical study of random events and statistical methods for data collection, processing, and interpretation to uncover statistical regularities.	8
10	<i>Information and Communication Technologies (ICT)</i> Equips students with fundamental knowledge of information technologies and tools essential in economic analysis, including modern Internet technologies and digital applications.	8
11	<i>Statistics</i> Explores the quantitative analysis of socio-economic phenomena, including distribution, correlation, and dynamics of mass events in specific time-space contexts.	10
12	<i>Econometrics</i> Focuses on applying mathematical and statistical models to identify and quantify economic relationships for empirical analysis and forecasting.	10
13	<i>Management</i> Introduces the primary functions of management and the roles of managers. Topics include organizational structures, leadership types, group and team dynamics, organizational culture, and the advantages of diversity in the workplace.	7

14	<i>Effective Performance Management</i> Provides students with analytical tools to assess management practices. Covers performance measurement, control systems, and techniques for managing both tangible and intangible indicators within organizations.	6
15	<i>Financial Accounting</i> Covers the fundamentals of accounting, including double-entry bookkeeping and how economic events impact an organization's financial statements.	6
16	<i>Management Accounting</i> Focuses on internal management functions and decision-making. Emphasizes cost-related analysis, budgeting, alternative control systems, and financial planning methods.	6
17	<i>Business Law</i> Equips students with foundational knowledge of legal principles related to business operations, finance, employment, and governance.	4
18	<i>Financial Reporting</i> Offers a detailed examination of financial reporting frameworks, guiding students in interpreting and preparing financial statements based on established conceptual foundations.	6
19	<i>Audit</i> Teaches the principles and procedures of auditing, including data analysis for assurance and consultancy services in accordance with audit objectives and quality standards.	4
20	<i>Taxation</i> Provides essential knowledge on taxation systems, taxpayer rights and obligations, tax calculations and audits, financial sanctions, and the legal framework governing taxation.	4
21	<i>Financial Management</i> Focuses on principles related to the acquisition, allocation, and management of financial resources to ensure optimal enterprise performance.	4
22	<i>Civil Defense</i> This subject is designed to provide students with comprehensive knowledge of the principles and rules aimed at ensuring human safety and health in an environment increasingly exposed to global threats. It covers the identification and classification of harmful and hazardous factors, as well as the methods and tools used for individual and collective protection. The curriculum emphasizes preventive strategies and emergency response measures, including techniques for minimizing the impact of biological, chemical, and radiological threats. Additionally, students will study the organizational and legal frameworks for civil defense, and learn how to plan and implement actions to mitigate and eliminate the consequences of accidents and disasters in both peacetime and wartime.	3
	Elective and Institutional Courses Defined by the university based on the program's structure and specialization areas.	60
	Internship	
1	<i>Career Planning</i>	5
2	<i>Soft Skills</i>	9
3	<i>Hard Skills</i>	10
4	<i>Industrial Experience / Project</i>	6
	TOTAL CREDITS	240

4. Teaching and Learning

4.1. The teaching and learning environment shall be structured to ensure that students are able to achieve the intended learning outcomes specified in the educational program. This environment should support both academic excellence and personal development.

4.2. The methods and strategies employed in teaching and learning must be clearly articulated in official academic documents (e.g., course syllabus) and made publicly accessible through appropriate channels, such as the university's website, program brochures, and learning management systems.

4.3. Teaching and learning methods shall be regularly reviewed and updated to incorporate innovative and evidence-based educational practices. Continuous improvement in pedagogical methods should form an integral part of the institution's internal quality assurance mechanisms.

4.4. A variety of teaching methods should be utilized to ensure a student-centered learning process and to actively engage learners. These methods are intended to encourage participation, enhance critical thinking, and foster autonomy. Examples of applicable teaching and learning strategies include, but are not limited to:

- Lectures, seminars, and practical sessions;
- Presentations, group discussions, and debates;
- Independent research and applied case study analysis;
- Project-based learning and collaborative group work;
- Problem-based learning (PBL);
- Fieldwork and site visits;
- Role-playing simulations and experiential learning exercises;
- Written reports and reflective assignments;
- Peer and group assessments.

Additional methods may be introduced by higher education institutions based on the academic profile of faculty, available research infrastructure, and local and international labor market demands. These institution-specific subjects should be offered as electives and must promote student participation in international academic mobility programs. Additional tools and methods include:

- Expert panels and guest lectures;
- Audio-visual conferencing and digital media;
- Recorded video and audio lectures;
- Distance and online learning platforms;
- Simulation technologies and virtual environments.

Note: The selection and application of these methods may vary depending on the specialty's focus and the institution's resources.

4.5. A well-balanced integration of theoretical instruction and practical training must be maintained. The primary emphasis should be placed on the development of practical and professional skills aligned with the evolving needs of the labor market.

4.6. The educational program shall support learner autonomy and promote the principles of **lifelong learning**. Upon graduation, students should possess the capacity to function independently in their chosen professional fields and continuously enhance their qualifications throughout their careers.

5. Assessment

5.1. The assessment process must be designed to effectively measure the extent to which students have achieved the intended learning outcomes. Assessment serves not only to monitor individual academic progress but also to evaluate the success of the educational program as a whole. It should encourage dialogue between instructors and students, and provide a foundation for the continuous improvement of teaching and curriculum design.

5.2. Assessment methods must be clearly defined in official academic documentation (e.g., course descriptions, syllabus) and made publicly accessible through appropriate channels such as the university website or program brochures.

5.3. Assessment strategies should be regularly reviewed and updated to reflect advances in educational theory and best practices in teaching and learning. The continual refinement of assessment methods should be integrated into the institution's internal **quality assurance system**.

5.4. A diverse range of assessment methods should be utilized to support a **student-centered approach** and to actively involve students in their own learning process. Depending on the subject and course structure, the following methods may be applied:

- Written assignments and analytical essays
- Knowledge-based and skills-based tests (including computer-based assessments)
- Oral presentations and defenses
- Surveys and reflective evaluations
- Open classroom discussions
- Fieldwork and practicum reports
- Practical skill assessments (e.g., laboratory or workplace observations)
- Project work reports and evaluations
- Portfolio-based assessment
- Structured questioning (frontal survey)
- Peer and self-assessment exercises

Note: *The selection and adaptation of assessment methods should align with the content and objectives of the subject.*

5.5. All assessments must be based on clearly articulated criteria, allowing for accurate and consistent measurement of student knowledge, skills, and competencies. Faculty members must ensure that assessment procedures are guided by the principles of **transparency, objectivity, fairness, mutual respect, and academic integrity**.

5.6. Students should be provided with regular opportunities to engage in open dialogue with instructors regarding their performance and the assessment process. Higher education institutions must establish

formal **procedures for grade appeals and academic grievance handling**, in accordance with institutional regulations.

5.7. **Academic ethics** are a core component of the educational process. Students should be explicitly instructed in the principles of academic integrity, including the importance of avoiding plagiarism and the proper use of intellectual property. Institutions must ensure that students understand their ethical responsibilities and are held accountable for adhering to academic standards.

6. Learning Outcomes of the Program and Individual Courses

6.1. The formulation of the program's overall learning outcomes, as well as the learning outcomes for each individual subject, and the preparation of syllabus are the responsibility of the **higher education institution** and its **academic staff**.

6.2. Program-level and course-level learning outcomes must be designed in accordance with the format outlined in **Appendix 1**. Additionally, the **Learning Outcomes Matrix** (Appendix 2) should clearly illustrate the alignment and correlation between the courses offered and the intended learning outcomes.

6.3. To ensure that the program remains responsive to evolving societal needs and labor market demands, the content and syllabus of all subjects must be **periodically reviewed and updated**. These updates must integrate current theoretical frameworks, practical applications, and industry developments.

7. Infrastructure and Human Resources

7.1. The successful implementation of the Accounting program (050409) requires that the institution maintain a modern and well-equipped **material-technical infrastructure**. This includes:

- Classrooms and laboratories furnished with up-to-date **information and communication technologies (ICT)**
- Access to **computer labs, workshops, and research facilities**
- Resources for conducting **experiments and scientific research**
- Reliable access to the institution's **local area network (LAN), high-speed internet, electronic databases, digital libraries, and academic search systems**

These facilities are essential for both theoretical instruction and hands-on practical training.

7.2. The teaching staff delivering the program should, as a rule, hold an appropriate academic degree (preferably a doctoral degree). However, to ensure subject matter relevance and real-world applicability, highly qualified industry professionals, experts from public or private sector institutions, and individuals holding at least a master's degree in a related field may also be engaged in the teaching process.

8. Internship

8.1. The internship component is a critical element of the educational process, aimed at bridging theoretical knowledge with real-world application. It plays a key role in strengthening students'

professional skills and increasing their employment readiness. Depending on the specifics of the specialty, the higher education institution may determine the rules and procedures for organizing internships.

8.2. Internships may be conducted at private companies, public sector organizations, research laboratories, universities, the Azerbaijan National Academy of Sciences (ANAS), as well as domestic and international institutions or enterprises. These opportunities offer valuable practical exposure aligned with the student's field of study.

8.3. To maximize the effectiveness of the internship experience, the process may be organized in four sequential stages:

1. **Career Planning** – Students learn to formulate realistic career goals and identify career development opportunities during their studies.
2. **Acquisition of Soft Skills**
3. **Acquisition of Hard Skills**
4. **Practical Experience** – Students either participate in internships within companies and institutions or work on real-world projects commissioned by industry stakeholders.

8.4. Through the Career Planning course, students will gain a clear understanding of foundational career concepts, personal development strategies, career mapping, professional motivation, and ethical behavior. They will also learn effective job search techniques, professional CV/resume and cover letter preparation, as well as job interview protocols and techniques.

The Soft Skills course will enhance students' abilities in time and stress management, creative and critical thinking, problem-solving, decision-making, public speaking, effective communication, body language, and teamwork. Leadership principles and collaboration skills will also be covered.

The Hard Skills course will equip students with practical skills in widely used tools such as Microsoft Excel and project management software. Additionally, students will be introduced to business communication protocols, digital literacy fundamentals, and strategies for building a personal professional brand.

8.5. The internship component will be implemented in two formats. In the first format, students will independently explore internship opportunities within relevant companies and institutions. Upon receiving a positive evaluation from the host organization, students are required to submit official confirmation or a consent letter to the university. The likelihood of success in the professional field is significantly enhanced by the career planning, hard, and soft skills acquired throughout the educational process. Prior to the commencement of the internship, a formal agreement must be concluded between the higher education institution and the host company, enterprise, or laboratory. This agreement will outline the terms and conditions of the internship, the rights and responsibilities of the students, and other pertinent details. Additionally, students may, upon individual request, undertake internships in other institutions aligned with their field of study, including international organizations.

8.6. The second form of organizing the internship involves the implementation of commissioned projects provided by the business sector. In this format, students, under the guidance of mentor instructors, will collaboratively analyze research needs identified by companies and institutions, explore

opportunities for improvement, and develop practical solutions to existing problems. The outcomes of this collaborative work will be presented to the respective organizations in the form of structured project reports.

8.7. The evaluation of the internship experience will be conducted by representatives from the business sector following the assessment of the submitted project.

9. Employment and lifelong learning

9.1. Graduates of the Educational Program in the specialty "050409 Accounting", regardless of the form of ownership and subordination, may work in ministries and committees, economic entities engaged in business and entrepreneurial activities corresponding to their profession and qualification level, in relevant structures and divisions of firms, enterprises and companies, in transnational companies operating in the world markets for international business, finance, tourism and other services, in the fields of professional accounting, investment banking, investment analysis, management, consulting and financial management, as well as in the public sector.

9.2. The higher education institution must conduct regular surveys on the employment of graduates of the Educational Program, as well as place information on vacant positions on its website.

9.3. Graduates of the Educational Program in the specialty "050409 Accounting" may continue their education in all Master's programs included in the group of specialties "Economics and Management".

9.4. The knowledge, skills and approaches acquired during the education process are the prerequisites for graduates to independently pursue lifelong learning.

Agreed:

Deputy Head of the Office
of the Ministry of Education
of the Republic of Azerbaijan,
Head of the Department of Science,
Higher and Secondary Specialized Education
_____ Yagub Piriyeu

Chairman of the Working Group
Preparing the State Educational Programs
for the Group of Economic
and Management specialties

_____ Adalat Muradov

01.07.2020

30.06.2020

Educational Program and Learning Outcomes

Higher education institutions must clearly define the Educational Program and the expected learning outcomes for each subject. The following tables present examples of learning outcomes for the overall Education Program and for selected subjects. Each includes a minimum of six learning outcomes.

Learning Outcomes of the Education Program (EP)	
EP 1	Demonstrate knowledge of and ensure adherence to relevant ethical conduct, laws, and regulatory mechanisms that uphold business values and public interest, acting in accordance with fundamental principles of professional and personal ethics.
EP 2	Apply analytical and innovative skills to lead effective change management and improve business processes aimed at achieving strategic organizational goals.
EP 3	Collect and analyze data to support consulting, audit, and assurance engagements, ensuring the delivery of high-quality audit work aligned with professional standards.
EP 4	Prepare comprehensive and accurate corporate and business reports that effectively communicate key information to stakeholders and support sound decision-making.
EP 5	Implement principles of investment evaluation, business restructuring, tax and risk management, treasury, and working capital management to facilitate profitable and sustainable business financing decisions.
EP 6	Comply with tax regulations and master the relevant legislative framework to ethically manage tax obligations for individuals and enterprises through appropriate tax calculation and planning methods.

Learning Outcomes for the Subject: "History of Azerbaijan" (LOS)	
LOS 1	Understand that Azerbaijan is among the world's oldest inhabited regions and an early center of civilization.
LOS 2	Analyze the historical conditions that shaped the formation of Azerbaijani statehood across ancient, medieval, and modern periods, including political and international influences.
LOS 3	Examine the roles of ideological, economic, and cultural factors in the development and identity formation of the Azerbaijani people.
LOS 4	Critically assess the complex and heroic stages of Azerbaijani history, highlighting distinctive features of each era.
LOS 5	Systematically evaluate the place and role of the Azerbaijani state in contemporary global contexts.
LOS 6	Develop the ability to draw informed conclusions from the historical experience of Azerbaijani development for current and future applications.

Learning Outcomes for the Subject: "Business and Academic Communication in Azerbaijani" (LOS)	
LOS 1	Acquire knowledge about the Azerbaijani language and state policies promoting it in the context of globalization; prepare presentations on related topics including official decrees and cultural heritage.
LOS 2	Master the use of auxiliary parts of speech within academic communication; understand the requirements for clarity, accuracy, coherence, and other key speech standards in oral and written communication.
LOS 3	Understand communication rhetoric, literary language styles, active and passive vocabulary; apply communicative strategies and creative techniques effectively.
LOS 4	Develop listening skills, understand the culture and importance of attentive listening, and master various forms of communication etiquette and ethics.
LOS 5	Learn the characteristics and rules of business style in modern Azerbaijani; explore written business communication including electronic and online correspondence.
LOS 6	Gain proficiency in the language and format of official business documents; understand spelling, grammar, and rhetorical principles essential for effective business communication.

Learning Outcomes for the Subject: "Business and Academic Communication in a Foreign Language" (LOS)	
LOS 1	Develop proficiency in listening, speaking, reading, and writing skills in General English at the A2 level, including understanding everyday conversations, responding informally, constructing dialogues with complex sentences in correct tenses, writing short paragraphs and informal letters, and comprehending short texts with associated questions.
LOS 2	Achieve B1 level skills in understanding dialogues, constructing complex subordinate and independent sentences, writing 150-word essays with effective introductions and conclusions, mastering formal letter structures, and delivering formal presentations.
LOS 3	Attain B2 level competence by engaging with authentic English-language media such as films and books, writing analytical reviews, and presenting analyses effectively to an audience.
LOS 4	Master economic and business English terminology, including academic oral descriptions of graphical data (e.g., graphs, tables, pie charts), articulating ideas in the third person, and engaging in general academic discourse.
LOS 5	Demonstrate the ability to conduct free dialogue, discussions, debates, and negotiations in business contexts, and confidently present oneself professionally in English.
LOS 6	Correctly use second and third conditional sentences in oral communication, develop the ability to convert direct to indirect speech in dialogues, and exhibit fluent academic English speaking skills with appropriate vocabulary usage.

Learning Outcomes for the Subject: "Introduction to Economics" (LOS)	
LOS 1	Understand fundamental economic concepts and their interrelations, and the behavioral principles of economic agents.
LOS 2	Comprehend the role of the market mechanism in the economy and acquire basic skills in content and formal analysis of economic events and processes.
LOS 3	Gain theoretical knowledge necessary to understand economic processes and dynamics.
LOS 4	Identify and analyze key elements of the market mechanism—demand, supply, price, and competition—and their interrelationships.
LOS 5	Understand the functioning principles and regularities of a market economy.
LOS 6	Analyze the decision-making processes of economic agents within market structures.

Learning Outcomes for the Subject: "Microeconomics" (LOS)	
LOS 1	Understand the decision-making processes of households and firms in economic contexts.
LOS 2	Analyze how decisions by economic agents affect quantities, prices, factors of production, and resource allocation.
LOS 3	Study consumer behavior and its influence on market outcomes.
LOS 4	Gain knowledge about major market structures: perfect competition, monopolistic competition, oligopoly, and monopoly.
LOS 5	Understand the economic nature of public goods and their impact on social welfare.
LOS 6	Examine market failures and the rationale for government intervention, including policies to improve market efficiency.

Learning Outcomes for the Subject: "Macroeconomics" (LOS)	
LOS 1	Analyze macroeconomic stability, sustainable growth, full resource utilization, and the minimization of inflation and unemployment.
LOS 2	Understand the aggregate demand and aggregate supply model and its application to macroeconomic equilibrium.
LOS 3	Study the Keynesian income-expenditure model and its implications for macroeconomic equilibrium.
LOS 4	Comprehend fiscal (tax-budget) and monetary policies and their effects on the economy.
LOS 5	Analyze macroeconomic equilibrium within commodity and money markets.
LOS 6	Evaluate macroeconomic conditions in both open and closed economies.

Learning Outcomes for the Subject: "Linear Algebra and Mathematical Analysis" (LOS)	
LOS 1	Study systems of linear algebraic equations, linear spaces, linear transformations, and related linear mathematical objects.
LOS 2	Understand functions and variable quantities through differential and integral calculus.
LOS 3	Develop the ability to apply mathematical analysis to solve economic and technical problems based on foundational mathematical concepts.
LOS 4	Utilize mathematical methods to provide a theoretical foundation for other mathematics-related subjects.
LOS 5	Select and apply effective mathematical solution techniques for economic problem-solving.
LOS 6	Explore the fundamentals of mathematical modeling.

Learning Outcomes for the Subject: "Probability Theory and Mathematical Statistics" (LOS)	
LOS 1	Understand and determine the mathematical regularities governing the occurrence of random events and stochastic processes.
LOS 2	Acquire mathematical methods for collecting data and processing results from observations.
LOS 3	Develop the ability to apply mathematical analysis to solve economic and technical problems using studied statistical methods.
LOS 4	Select and implement effective mathematical methods for modeling and problem-solving.
LOS 5	Establish a theoretical foundation to support the study of other subjects involving mathematical applications.
LOS 6	Cultivate logical and algorithmic thinking for structured problem-solving.

Learning Outcomes for the Subject: "ICT - Basic Computer Knowledge" (LOS)	
LOS 1	Master basic methods and tools for obtaining, storing, and processing information, including using computers for information management and working within global computer networks.
LOS 2	Develop the ability to select appropriate data processing tools for economic data, analyze calculation results, and justify findings.
LOS 3	Acquire skills to collect and analyze data from internal and external sources and prepare comprehensive analytical reports.
LOS 4	Use modern technical tools and information technologies to solve analytical and research problems.
LOS 5	Utilize information technologies to address communication challenges and search for relevant professional information through online search and reference systems.
LOS 6	Employ ICT tools effectively to support both training and autonomous learning processes.

Learning Outcomes for the Subject: "Statistics" (LOS)	
LOS 1	Master statistical methodologies for data collection, processing, and analysis necessary for practical problem-solving.
LOS 2	Select and apply appropriate methods and techniques for collecting, storing, and preprocessing statistical data; work proficiently with modern information sources.
LOS 3	Summarize statistical data using descriptive statistics methods and present findings in an accessible and analytical format.
LOS 4	Calculate and interpret statistical indicators to inform optimal decision-making.
LOS 5	Apply statistical methodologies in practice consistent with international accounting and statistical standards; utilize advanced statistical technologies to produce valid conclusions.
LOS 6	Use information and communication technologies as essential tools for managing statistical information.

Learning Outcomes for the Subject: "Econometrics" (LOS)	
LOS 1	Formulate economic problems, develop hypotheses, and select indicators essential for describing economic issues.
LOS 2	Collect and preprocess statistical data relevant to dependent and independent variables, gaining necessary expertise in data handling.
LOS 3	Build and theoretically justify econometric model specifications that describe relationships between economic indicators.
LOS 4	Utilize modern applied software packages to estimate econometric model parameters and conduct related statistical tests.
LOS 5	Develop skills to generate forecast scenarios for economic indicators and design mechanisms for their application.
LOS 6	Communicate econometric model results effectively to support practical decision-making.

Learning Outcomes for the Subject: "Management" (LOS)	
LOS 1	Describe the core functions of management and the roles and responsibilities of managers.
LOS 2	Explain how managers align planning processes with the organization's mission, vision, and values.
LOS 3	Identify common organizational structures, including their advantages and disadvantages.
LOS 4	Understand group and team dynamics within organizations and their impact on performance.
LOS 5	Recognize the importance of organizational culture and the benefits of diversity in the workplace.
LOS 6	Identify different leadership styles, including strong and weak leadership characteristics.

Learning Outcomes for the Subject: "Effective Performance Management" (LOS)	
LOS 1	Understand management accounting principles and the ability to manage development and performance within strategic planning and broader business contexts.
LOS 2	Apply and analyze various cost accounting methods for effective business decision-making.
LOS 3	Develop knowledge and skills to facilitate informed management decisions by assessing and controlling business risks and uncertainties.
LOS 4	Understand the principles of corporate governance and regulation; identify criminal and unlawful acts and behaviors within company activities.
LOS 5	Have knowledge of relevant labor legislation related to employment relations.
LOS 6	Understand the legislative framework governing ethical conduct rules for business organizations.

Learning Outcomes for the Subject: "Financial Reporting" (LOS)	
LOS 1	Conduct assessments and make recommendations in accordance with relevant accounting standards, regulations, and conceptual frameworks for reporting.
LOS 2	Prepare corporate or consolidated financial statements for stakeholders using appropriate technological tools.
LOS 3	Compile high-quality corporate and business reports that enhance understanding by business entities and support effective decision-making.
LOS 4	Apply relevant standards and regulations in financial transactions and perform necessary corrections for detected errors.
LOS 5	Analyze and compare International Financial Reporting Standards (IFRS) in detail and apply them in professional activities.
LOS 6	Support or guide effective decision-making by analyzing, evaluating, and communicating the activities and financial position of entities.

Learning Outcomes for the Subject: "Audit" (LOS)	
LOS 1	Advise and communicate effectively the role and scope of audit, assurance, and consulting engagements to relevant stakeholders.
LOS 2	Apply regulatory, legal, professional, and ethical standards relevant to consulting, audit, and assurance engagements.
LOS 3	Plan and prepare audit, assurance, and consulting engagements systematically.
LOS 4	Perform effective audit and assurance engagements in compliance with established standards.
LOS 5	Prepare professional opinions and reports on audit and assurance engagement results.
LOS 6	Develop and implement effective internal audit and control systems to enable appropriate assessment, monitoring, and risk identification procedures.

Learning Outcomes for the Subject: "Taxation" (LOS)	
LOS 1	Understand the basic tax legislation of the Republic of Azerbaijan.
LOS 2	Comprehend the functioning and scope of the tax system, including the rights and obligations of taxpayers.
LOS 3	Calculate tax liabilities related to income tax for individuals.
LOS 4	Calculate tax liabilities related to profit tax for legal entities.
LOS 5	Explain the impact of value-added tax (VAT) and other indirect taxes on enterprises; calculate VAT and other indirect tax liabilities.
LOS 6	Comply with tax regulation systems by ethically calculating and managing tax liabilities for individuals and legal entities using appropriate tax planning methods.

Learning Outcomes for the Subject: "Financial Management" (LOS)	
LOS 1	Evaluate business assets and make decisions regarding capital projects and investments using appropriate qualitative and quantitative analytical methods; provide informed advice.
LOS 2	Identify and evaluate alternative sources of finance and diverse financing methods.
LOS 3	Analyze and recommend appropriate alternative financing sources to enhance financial opportunities.
LOS 4	Stay informed about current changes in regulation, governance, and ethics affecting financial decision-making; develop new recommendations accordingly.
LOS 5	Analyze strategies for managing business and financial risks, and make recommendations on potential impacts.
LOS 6	Evaluate investments, manage business reorganizations, taxation, risk management, treasury, and working capital to create added value.

Learning Outcomes for the Subject: "Civil Defense" (LOS)	
LOS 1	Understand the classification of emergencies, their full characteristics, and the history, role, and tasks of Civil Defense. Know the Cabinet of Ministers' resolutions and laws on civil defense.
LOS 2	Understand the role and tasks of Civil Defense in peace and wartime. Know preventive measures for technogenic emergencies and behavioral rules for populations in bacteriological, chemical, and radiation conditions. Learn methods such as quarantine, sanitary cleanliness, disinfection, degassing, and deactivation.
LOS 3	Understand the role and tasks of the Emergency Commission and the state system for emergency consequence elimination. Learn about the formation of non-military civil defense units.
LOS 4	Organize population protection during emergencies. Know collective protection devices and their usage rules, personal protective equipment, and evacuation procedures during emergencies.
LOS 5	Understand the organization and conduct of civil defense reconnaissance. Operate radiation and chemical reconnaissance devices. Know civil defense management structures, headquarters, and their main functions.
LOS 6	Plan and implement civil defense measures. Understand methods for disaster consequence elimination. Organize and perform emergency rescue and urgent works. Learn population preparedness principles and provide first aid during emergencies.