

Management

Objectives of the study programme

The goal of the doctoral Management study programme is to provide opportunities for further professional growth of university-educated specialists, and to prepare them primarily for a scientific career, by a significant deepening of theoretical knowledge, in particular in the areas of the theory of management of organisational systems, principles of management of organizations at various levels (from operative to strategic) and principles of management of individual functions or application domains (human resources, marketing, finance, but also non-profit organizations, state or public institutions, various sectors, size groups of organizations, etc.). The main emphasis of doctoral studies is the development of abilities and skills that would enable the graduates to carry out independent scientific work in the field, from the design of research, through its implementation using adequate methods of scientific work, to the objective interpretations of the results achieved, including their introduction into the context of the current level of knowledge in the field. Part of the study is also the development of the ability to present one's own knowledge, use effective forms of communication regarding the target audience, and preserve ethical principles of scientific works.

Profile of the graduate of MNGA programme

The graduate of the doctoral Management study programme will gain deep professional knowledge of theoretical principles and top skills in scientific work. The theoretical equipment and the ability to apply the gained knowledge to individual management areas create a common foundation for independent scientific research, research and other creative activities of the graduate with a focus on analysis, design, modelling and implementation, taking into account modern knowledge and respecting the diverse paradigms of contemporary management. The graduate will gain deep theoretical knowledge in the field of management and related disciplines (especially economics) and, as a highly qualified expert, will be able to find employment, especially in scientific teams at universities, scientific and research workplaces of basic and applied research, as well as in large corporations. The graduate will be able to independently solve complex theoretical and practical problems of organisations of all forms and sizes and apply the achieved solutions through recommendations for individual subjects under investigation. At the theoretical level of the professional profile, the graduate will use the ability to interpret, argue, confront and generalize to develop the scientific field of management and enrich the current level of knowledge with their own original findings. The development of practical skills will predispose the graduate to solving complex problems in the field of management independently with the consistent application of appropriate scientific and methodological approaches, and to teamwork within scientific and research teams. With regard to language skills, the graduate will be able to communicate solutions, research problems in an international environment, collaborate in teams on international projects, present the results of their scientific research work in the international field and publish outputs in professional journals.

A top qualification in the field of management combined with an optional application domain eliminates the limits of possible application, as the graduates will have the necessary knowledge and skills to carry out their own scientific research and other research work in the field of management, to manage scientific and research work in the field, both nationally and on an international level, but also to solve specific management problems of organizations of various types and sizes.

Study requirements

The study obligations of a DSP Management student are based on the internal regulations of the CZU in Prague, "Study and Exam Rules for Study in Doctoral Study Programmes of the Czech University of Life Sciences Prague", dated July 11, 2018 (hereinafter "Study and Exam Rules"), and Rector's Directive No. 2/2018 "Credit system of CULS doctoral degree programmes" (hereinafter "Credit System"), which evaluate the study obligations of students in DSP credits according to the ECTS system.

These documents in both the Czech and English languages are linked above. The study is based on an approved individual study plan (ISP). The ISP must be compiled to include all the following study obligations and to ensure that the student has obtained at least 240 credits. The following are compulsory and optional study obligations and their recommended inclusion in individual years of study. Credit ratings are given in the Credit System.

Dissertation methodology

Students submit their dissertation methodology after approval by the supervisor within 12 months from the start of the study. The methodology is defended and contains mainly the research plan of the dissertation. See the "Other study obligations" section for more details.

Academic writing

A compulsory subject that will be taught in the 1st year of study, which aims to increase the student's ability to use English at a professional or scientific level, as it will be necessary to work with foreign language literature, undertake internships abroad, communicate with partners abroad, produce outputs and present results of the undertaken work in English, etc. The course will be taught in the form of contact seminars in English. Teaching will be conducted by a teacher with language competence at the level of a native speaker who carries out their own research activities and has experience in publishing in high-quality scientific journals.

Methodological seminar

The seminar focused on methods of scientific work, work with information sources, ethics of scientific work, presentation of results of research activities and their evaluation, obtaining resources for research realization and other key topics that will enable the student to move from master's level to doctoral level. The seminar is included in the 1st year of study and the graduate obtains the necessary knowledge for the creation of the doctoral thesis methodology.

Compulsory subjects

The student of DSP Management completes the following compulsory subjects in the first or second year of study:

Contemporary Issues in Management – a compulsory subject which, in the form of a series of seminars, introduces students to the latest scientific knowledge and research challenges in the field of Management

Contemporary Issues in Economics - a compulsory subject which, in the form of a series of seminars, introduces students to the latest scientific knowledge and research challenges in the field of Economics

Optional subjects

The student of DSP Management can complete optional subjects, and choose them from the following:

- *Management Theory of Organizational Systems*
- *Marketing Management*
- *Human Resources Management*
- *Strategic Management*

Successful completion of compulsory or optional subjects requires the creation of at least one of the following outputs:

- a) A scientific article ready for publication
- b) Critical analysis of published work by a renowned author in the field
- c) A review study of selected scientific field

The outputs serve as a basis for the professional debate to be conducted within the exam. The student will pass the exam based on success in the professional debate.

After approval by the supervisor and approval by the Doctoral Degree Programme Boards, the student may also choose another optional subject from the offer of accredited DSPs on CZU or other institutions in the Czech Republic or abroad.

Literature Review for Dissertation

Foundation for the state doctoral exam, which includes the literature review and content of the upcoming dissertation. The thesis is reviewed, and the debate on the thesis is part of the state doctoral examination.

State Doctoral Exam

In accordance with the Study and Exam Rules, the state doctoral exam in DSP Management consists of three parts:

- professional debate on the submitted theses of the dissertation and the problems dealt with in the dissertation;
- debate on a selected area of the general subject Management and economics, which includes topics from:
 - Sources of a company's competitive advantage
 - Business behaviour and its modelling
 - Ethics and corporate social responsibility
 - Management roles
 - Modern organizational forms
 - Individual/group/team/organizational unit/enterprise performance measurement
 - Empowerment – new ways of activating people
 - Shared economy
 - Human resource management in a globalized economy
 - Marketing communication
 - Knowledge management
- debate on a selected area of the general subject *Specialization in management*, which includes topics from the following fields:
 - Information science
 - Digital marketing
 - Corporate finance
 - Social entrepreneurship
 - Psychology in management

The subject areas for discussion in both subjects and their updating are approved by the Doctoral Degree Programme

Boards.

Dissertation Defence

In the fourth year of study, students focus primarily on completing their dissertations. Their obligation is to submit an application for the defence of the dissertation so that the thesis is defended within the standard period of study.

Publication activity requirements

The creative activity of the students is irreplaceable and is evaluated annually by the supervisor, the head of the department and the Doctoral Degree Programme Board during regular attestations of the students. The minimum requirements for the creative activity of students in DSP Management are:

1) The DSP student must be the first author of at least one publication published or accepted for publication in a Web of Knowledge journal with a non-zero Impact factor index (IF) assigned in the publication year of the publication or in the SCOPUS journal with a non-zero Scientific Journal Ranking Index assigned (SJR) in the year of publication. Without fulfilling this requirement, the student is not allowed to defend his/her dissertation.

2) The DSP student must present at least once a year the results of their work at a recognized professional forum, scientific conference, symposium or seminar. Compliance with this obligation is confirmed by the supervisor and is also subject to evaluation by the Doctoral Degree Programme Board within the framework of the annual attestation.

Beyond these minimum requirements, a student can include other creative activities in his ISP (own research activity financed by research grants, preparation of other publications for journals listed in WoS or SCOPUS, participation in international conferences, etc.). It is assumed that the student will at least participate in grants from CZU's internal grant agencies and that he will participate in the creative activities of his supervisor, thereby acquiring the necessary creative skills.

The above-mentioned activities are part of the ISP and are evaluated with credits according to the Credit System (the preparation of grants and their solutions are evaluated indirectly, through the publications created).

Requirements for study visits

The individual study plan must include a foreign study visit of a total duration of at least one month. The recommended inclusion of this activity is in the second or third year of study. After approval by the supervisor and head of the department, all study stays are registered in the university information system of CZU and evaluated by the number of credits according to the Credit System. According to the Study and Exam Rules, the fulfilment of this obligation can be replaced by the student's active participation in solving an international research project with results published or presented abroad. Fulfilment of the requirement to complete the internship by this, in addition to the supervisor and the head of the department, the subject board also approves the form. After approval by the branch council, the DSP student will receive the number of credits according to the Credit System.

Other study obligations

Dissertation methodology defence

During the first year of study, each DSP student of Management elaborates on the Dissertation Methodology. The Dissertation Methodology mainly includes the research plan of the dissertation and the student elaborates on it using knowledge from the Methodological Seminar, completed subjects, self-study and consultations with the supervisor. The framework curriculum of the dissertation is approved by the Doctoral Degree Programme Board. The student submits the dissertation methodology after being approved by the supervisor within one year from the start of the study. The methodology is reviewed by one member of the Doctoral Degree Programme Board and the DSP student then defends it in front of a committee set by the Doctoral Degree Programme Board. Successful defence of the Dissertation Methodology is a necessary precondition for progress to the second year of study.

Teaching Practice

According to the Study and Exam Rules, part of the study in DSP Management is a pedagogical practice primarily used to develop presentation experience. This internship usually takes place for at least four semesters, with an average of four hours per week in one academic year. The total involvement of a student in the full-time form of study in classes may exceed six hours per week only with their written consent. Exceptions to this pedagogical practice are permitted by the head of the trainee workplace by agreement with the supervisor.