



REPUBLIC OF CROATIA
EFFECTUS UNIVERSITY OF APPLIED SCIENCES
ZAGREB

DIPLOMA SUPPLEMENT



MATEA PALATINUŠ

02/23/1996, Zagreb, Republic of Croatia

PIN: 96166812562

Student ID: 0066256457

Diploma number: 251-518-24-44

INFORMATION ON THE QUALIFICATION

Acquired academic or professional title or titles, or academic degree	Professional Master of Business Administration (mag. oec.)
Scientific area and scientific field	Scientific Field, Social Science
Date conferred	01/15/2024
Name of the study programme	Graduate Professional Study of Business Administration - MBA; module: Creativity, Innovation and Analytical Management
Data on the accreditation of the study programme	<p>The Ministry of Science, Education and Sports has issued a permit for the implementation of the specialized graduate study in Financial Management (permit issued on May 18, 2012; CLASS: UP/I-602-04/11-12/00002; UR NO: 533-07-12 -0008). Based on the EFFECTUS request, the Ministry of Science, Education and Sports adopts changes to the study program and issues a Decision on the amendment of the permit for conducting a graduate study under the title Business Management - MBA; majors: Financial Management, Taxes and Business Law, Human Resources Management (Decision issued on June 27, 2016; CLASS: UP/I-602-04/11-12/00002; URBRO: 533-20-16-0013). Based on the EFFECTUS request, the Ministry of Science and Education approves changes to the study program and issues a Decision on the amendment of the permit for conducting a graduate study under the name Business Management - MBA; majors: Financial Management, Taxes and Business Law, Human Resources Management, Creativity, Innovation and Analytical Management (Decision issued on August 28, 2019; CLASS: UP/I-602-04/11-12/00002; UR NO: 533-04-19-0015). Based on the EFFECTUS request, the Ministry of Science and Education approves changes to the study program and issues a Decision on the amendment of the permit for conducting a graduate study under the name Business Management - MBA; majors: Financial Management, Taxes and Business Law, Human Resources Management, Creativity, Innovation and Analytical Management, Behavioral Economics (Decision issued on December 30, 2021; CLASS: UP/I-602-04/21-13/00002; UR NO. : 533-04-21-0014). Based on the EFFECTUS request, the Ministry of Science and Education approves changes to the study program and issues a Decision on the amendment of the permit for conducting a graduate study</p>

	under the name Business Management - MBA; majors: Financial Management, Taxes and Business Law, Human Resources Management, Analytical Management, Behavioral Economics (Decision issued on April 18, 2023; CLASS: UP/I-602-04/23-13/00001; UR NO: 533-04 -23-0002).		
Name and address of the higher education institution or higher education institutions that awarded the diploma	EFFECTUS University of Applied Sciences, Zagreb, John Fitzgerald Kennedy Square 2		
Data on the accreditation of awarding institution	After the evaluation of the National Council for Higher Education, the Minister of Science, Education and Sports issued a Permit for higher education activities and study programs (permit issued on May 25, 2010; CLASS: UP/I-602-04/08-12/00003 ; ED. NUMBER: 533-07-10-0008). On the basis of the Law on Quality Assurance in Science and Higher Education, and according to the positive Accreditation Recommendation of the Agency for Science and Higher Education dated January 31, 2014. adopted in the reaccreditation procedure, with the prior opinion of the Agency's Accreditation Council, the Minister of Science, Education and Sports issued a public document on February 6, 2014 - CLASS Confirmation: UP/I-602-04/14-13/00003, UR NO: 533-20 -14-0002 which confirms that the EFFECTUS University meets the requirements for higher education activities. Based on the Law on Quality Assurance in Science and Higher Education, and according to the positive Accreditation Recommendation of the Agency for Science and Higher Education dated 15.4.2021. adopted in the re-accreditation procedure, with the prior opinion of the Agency's Accreditation Council, the Minister of Science, Education and Sports issued on April 26, 2021, a public document - CLASS Confirmation: 602-04/20-13/00029, ID number: 533-04-21-0006 which confirms that the EFFECTUS University meets the conditions for higher education activities.		
Name and status of intitution (if different from the awarding institution) administering studies	-		
Language in which programme is delivered	Croatian language		
Access requirement(s) and the Croatian Qualification Framework level that is a precondition for access	Completion of appropriate professional or university undergraduate studies. Required level: level 6.1.st. or 6.1.sv. according to the Croatian Qualification Framework.		
Level of the qualification (type, level, university/professional)	Graduate Professional Study		
Croatian Qualification Framework level	7.1.st		
EQF level	Level 7		
Official duration of programme in years or semesters	Two-year study program (four semesters)		
Total number of ECTS credits acquired	120		
Mode of delivery, student status (full-time/part-time status, recognition of prior learning, etc.)	Part-time with full schedule		
	Course title	Grade	ECTS
	Analytical Management 1: Creative Thinking Techniques	4	6
Learning outcome 1: Identify and compare different theories and roles of creativity Learning outcome 2: Argue an opinion about the reasons for using creative techniques in solving (complex business) problems Learning outcome 3: Recommend ways to solve business problems using linear techniques of group A Learning outcome 4: Choose the option of solving business problems with linear techniques of group B Learning outcome 5: Choose a way to solve business problems with intuitive techniques Learning outcome 6: Recommend ways to solve business problems using group intelligence techniques			
	Analytical Management 2: Problem Solving and Decision Making Techniques	5	6

Course title	Grade	ECTS
<p>Learning outcome 1: Critically judge the reasons for introducing analytical management in solving complex business challenges.</p> <p>Learning outcome 2: Recommend ways to solve complex business problems using hypothesis generation and testing techniques.</p> <p>Learning outcome 3: Arguing an opinion during the practical solution of complex problems using disputing techniques.</p> <p>Learning outcome 4: Arguing an opinion during practical problem solving with decomposition and visualization.</p> <p>Learning outcome 5: Critically judge the practical application of a certain cause and effect assessment method.</p> <p>Learning outcome 6: Critically judge the practical application of scenario analysis and indicator validation techniques in the selection of alternative solutions.</p>		
Financial Statements Analysis	4	8
<p>Learning outcome 1: To explain the role and significance of the analysis of financial reports for different groups of users.</p> <p>Learning outcome 2: To interpret individual elements of any financial report.</p> <p>Learning outcome 3: To evaluate the role of accounting policy in evaluating the positions of financial reports</p> <p>Learning outcome 4: To apply of a variety of analytical resources and techniques in the analysis of financial reports.</p> <p>Learning outcome 5: To interpret different groups of indicators in the analysis of financial reports.</p> <p>Learning outcome 6: To assess the condition of any company and to diagnose potential problem.</p>		
Analysis of Social Networks	2	5
<p>Learning outcome 1: Critically assess the basic goals of network analysis and the principles of network creation.</p> <p>Learning outcome 2: Rank according to the complexity of the distribution of links several types of networks that appear in nature.</p> <p>Learning outcome 3: Argue opinion when choosing centrality measures in network analysis.</p> <p>Learning outcome 4: Recommend measures of prestige and clustering in the network.</p> <p>Learning outcome 5: Rethink the difference between traditional CRM and social CRM.</p> <p>Learning outcome 6: Select the specific functionalities of the software used during the lectures.</p>		
Behavioral economics	3	6
<p>Learning outcome 1: Interpret the laws and fundamental constructs of behavioral economics and the areas of its application in practice.</p> <p>Learning outcome 2: Perform an evaluation of the elements on which the individual's decision-making and choice is based.</p> <p>Learning outcome 3: Critically judge the reasons for individual behavior in the economic context and the basics of neuroeconomics.</p> <p>Learning outcome 4: Argue an opinion about the impact of knowledge from the field of behavioral economics on organizations and organizational behavior.</p> <p>Learning outcome 5: Explain the influence of public policies on the decisions and behavior of individuals.</p> <p>Learning outcome 6: To perform an evaluation of contemporary research and knowledge in the field of behavioral economics.</p>		
Graduation thesis	5	11
Communication and Presentation Skills (Elective Course)	5	4
<p>Learning outcome 1: Evaluate the communication process and various forms of communication.</p> <p>Learning outcome 2: Interpret the elements of interpersonal communication and evaluate the impact of communication methods on interpersonal relationships.</p> <p>Learning outcome 3: Argue the significance and specifics of group communication.</p> <p>Learning outcome 4: Explain the elements and stages of the communication process in front of an audience and in public.</p> <p>Learning outcome 5: Evaluate all elements of the preparation phase of the presentation: audience, message, story, design, and media.</p> <p>Learning outcome 6: Critically assess the elements of a delivered presentation.</p>		
Critical Thinking	4	4
<p>Learning outcome 1: Support opinion on features and importance of critical thinking throughout its historical development</p> <p>Learning outcome 2: Analyze relations among concepts and propositions</p> <p>Learning outcome 3: Assess logical correctness and structure of an argument</p> <p>Learning outcome 4: Compare different types of fallacies</p> <p>Learning outcome 5: Evaluate different methodological frameworks for analysis and critique</p> <p>Learning outcome 6: Review application of basic critical thinking elements and concepts in various fields</p>		
Crisis management	4	6
<p>Learning outcome 1: To assess the importance of individual external and internal causes of a business crisis in a concrete case.</p> <p>Learning outcome 2: To interpret the links among the symptoms of a business crisis.</p> <p>Learning outcome 3: To evaluate the process for overcoming a business crisis.</p> <p>Learning outcome 4: To present the differences between crisis and normal management.</p> <p>Learning outcome 5: To draft a preliminary and detailed sustainability analysis.</p> <p>Learning outcome 6: To create a plan to exit a crisis.</p>		
Marketing Management and Its Use	5	7
<p>Learning outcome 1: To explain the role of marketing in strategic business planning.</p> <p>Learning outcome 2: To analyze elements of the marketing and fundamental principles of marketing.</p> <p>Learning outcome 3: To assess the influence of the market on a company's business operations.</p> <p>Learning outcome 4: To compare alternative methods of adapting to market changes.</p> <p>Learning outcome 5: To plan marketing activities.</p> <p>Learning outcome 6: To recommend strategies for a concrete marketing problems.</p>		
Management Knowledge and Innovation	5	6
<p>Learning outcome 1: Analyze knowledge management models.</p> <p>Learning outcome 2: Distinguish types of knowledge and innovation in different organizational forms.</p> <p>Learning outcome 3: Create a strategic knowledge management plan.</p> <p>Learning outcome 4: Assess the main challenges of innovation management and recommend a solution to deal with them.</p> <p>Learning outcome 5: Design an innovation strategy taking into account the associated risks and the regulatory framework.</p>		

Course title	Grade	ECTS
Learning outcome 6: Propose a plan for the introduction of a new product or service based on the categorization of the steps of the innovation process.		
Methodology of scientific research work	5	5
Learning outcome 1: Differentiate models of qualitative and quantitative research, the aim and hypothesis of research. Learning outcome 2: Operationalize research variables and phase of the research process. Learning outcome 3: Choose the right methods and techniques for data collection, processing, sample and research instruments. Learning outcome 4: Present and defend the structure of the research proposal. Learning outcome 5: Understand technical formatting, citation and parafracton rules. Learning outcome 6: Interpret the results of the research.		
Application of Analytical Management - Practicum	5	6
Learning outcome 1: Critically assess the elements and challenges of business (competitive) analysis and their role in problem solving and business decision-making. Learning outcome 2: Recommend ways to solve the problem of uncertainty with business decision making techniques. Learning outcome 3: Argument the opinion in the practical solution of complexity problems with business decision-making techniques. Learning outcome 4: Choose the appropriate application of business decision-making techniques when solving the problem of high-risk consequences of a business decision. Learning outcome 5: Critically judge the practical application of scenario analysis and indicator validation techniques in the selection of alternative solutions. Learning outcome 6: Critically judge the effectiveness of the solution/decision.		
Psychology of Creativity	5	6
Learning outcome 1: Explain the basic assumptions about the nature of creativity and the psychological processes underlying it. Learning outcome 2: To explain the significance of the fundamental components of creativity and their mutual relationship in building a creative personality. Learning outcome 3: Interpret the dynamics of the creative process according to developmental stages and dimensions of divergent thinking. Learning outcome 4: To analyze the sociological, pedagogical and demographic factors influencing the career development of creativity. Learning outcome 5: To propose valid and reliable instruments for the assessment (measurement) of creativity for the needs of a specific business organization. Learning outcome 6: To set guidelines for the development of personal and organizational creativity based on new research findings and the contemporary paradigm of creativity.		
Strategic Management	3	7
Learning outcome 1: To analyze the effect on the global environment and structural changes on companies and the strategic management proces. Learning outcome 2: To evaluate the phases on the strategic management process. Learning outcome 3: To judge critically the influence of key elements of strategic leadership on the operations and performance of a company. Learning outcome 4: To analyze the creation of resources and organizational and competetive capabilities. Learning outcome 5: To explain the types and sustainability of competitive advantages and the influence of the environment on a company and its competitiveness. Learning outcome 6: To interpret strategies of competitiveness, the value chain, and analytical tools of a business portfolio.		
Game Theory	3	7
Learning outcome 1: To break down the segments of game theory and to classify games. Learning outcome 2: To solve problems of simulationeous games with pure and mixed strategies. Learning outcome 3: To solve problems of sequential games. Learning outcome 4: To demonstrate solutions to various security problems in games. Learning outcome 5: To take strategic actions. Learning outcome 6: To apply the practical methods of game theory in business.		
Management of Corporations	4	8
Learning outcome 1: To identify different models of corporate management with regard to the different structures of corporate management bodies (monistic vs dualistic management models), mechanisms of corporate control and the strategies of an economic entity. Learning outcome 2: To analyze the authorities of a management body of corporation. Learning outcome 3: To identify the supervisory authorities in a corporation. Learning outcome 4: To compare the authorities of bodies for managing a limited liability company. Learning outcome 5: To discuss commercial companies with regard to best practices for carrying out planning in corporate management. Learning outcome 6: To evaluate corporate reporting as the basis for achieving business success.		
Human Resource Management	4	6
Learning outcome 1: To create a plan for human resources based on the relevant characteristic of the enviorment and the strategy of the economic entity. Learning outcome 2: To prepare data, instruments and the overall employment process. Learning outcome 3: To design a system to evaluate the need and a plan for the operationalization of professional development. Learning outcome 4: To assess the system for motivation. Learning outcome 5: To construct a system to assess on-the-job success. Learning outcome 6: To evaluate the goals of education nd career management plan.		
Project Management	5	6

Course title	Grade	ECTS
<p>Learning outcome 1: To break down the concept of effective project management and the constantly changing environment of a project.</p> <p>Learning outcome 2: To evaluate the role of strategy in project management, the role of the project management, and the characteristics of an effective project team.</p> <p>Learning outcome 3: To identify interest-influence groups in a project and the corresponding project organizational structure.</p> <p>Learning outcome 4: To break down all phases of the project management.</p> <p>Learning outcome 5: To apply quantitative methods to project management.</p> <p>Learning outcome 6: To apply in practice computer support for project management, the tool MS Project.</p>		
<p>Study programme learning outcomes</p>	<p>LEARNING OUTCOMES OF THE STUDY PROGRAMME</p> <p>The study "Business Administration - MBA" is based on the achievement of the programme learning outcomes. They present the operationalization of competences through the activities which are measurable and observable. The outcomes describe the main achievements and students are expected to be trained to:</p> <p>Linking the principles and legalities of corporate governance and the principles of managing different types of business risks (tax risks, risks of damage, investment risks and market risks). Within the framework of corporate governance mechanisms and in the conditions of uncertainty, to make correct management, investment, financial and strategic decisions based on the analysis of the business environment and data from the financial statements.</p> <p>Analyzing the business environment and its changes with the aim of correctly formulating, implementing and executing a business strategy and properly managing and overseeing the implementation of project activities.</p> <p>Critically evaluating the market positioning of a business entity and independently formulate marketing strategies based on the basis for the selection of strategic activities.</p> <p>Applying modern principles of human resource management with the goal of choosing and employing people in positions that possess relevant general and specific knowledge and work experience in order to ensure the growth and implementation of the defined development strategy.</p> <p>Solving complex tasks, independently and team-making, make strategic decisions, following the prescribed procedures, guidelines and generally recognized economic principles.</p> <p>LEARNING OUTCOMES AT THE MAJOR AREA OF STUDY LEVEL</p> <p>Combine knowledge in behavioral economics with analytical tools and creative thinking techniques in decision making and complex problem-solving processes.</p> <p>Analyze psychological nature and components of behavior, creativity, innovation, and decision-making processes in resolving complex business problems in organizations.</p> <p>Justify reasons of using social network analysis by autonomously choosing and applying adequate network metrics.</p> <p>Valorize knowledge, innovation, and change management in digital era entrepreneurship</p>	
<p>Grading scheme and, if available, grade distribution guidance</p>	<p>Study at the EFFECTUS is envisaged by respecting the recommendations of the Bologna declaration. The model used is accumulation of points. This model is combined with criteria-based absolute grading scheme (number of points that the student obtains related to minimum requirement for a grade). Grading is performed in a transparent way by accumulating points.</p> <p>GRADES ARE DERIVED THROUGH THE FOLLOWING GRADING SCHEME:</p> <p>Insufficient (1) - 0,00 - 53,99 points; Sufficient (2) - 54,00 - 64,99 points; Good (3) - 65,00 - 79,99 points; Very good (4) - 80,00 - 89,99 points; Excellent (5) - 90,00 - 108,00.</p> <p>The total number of points for each subject is divided into different</p>	

	<p>compulsory teaching activities. By completing these obligations, the student collects points:</p> <p>Class attendance - 4 points; Exam (written, oral, intermediate exams, other activities) - 96 points; Other activities - 8 points</p> <p>CLASS ATTENDANCE Class attendance is mandatory. Full time students must attend at least 70% of classes. Part-time students must attend at least 50% of classes. Based on the total percentage of attendance at lectures and tutorials, a student is allocated an appropriate number of points.</p> <p>EXAM At written and oral exams, a student may score points by proving a certain percentage of attained learning outcomes. Learning outcomes are set for each course. At each course, six learning outcomes are checked, evaluated and determined. Knowledge, skills and competencies determined by the syllabus of a course are acquired by attaining six learning outcomes. All learning outcomes are clearly identified and described. In this way, it is easy and simple to establish which knowledge, skills and competencies the student acquires upon completion of the study. One learning outcome accounts for 16 points. A student must accomplish at least 8 points at each learning outcome to pass the exam for a certain course. Full mastering of a certain learning outcome may accumulate maximum of 96 points (6 learning outcomes x 16 points).</p> <p>OTHER ACTIVITIES Other activities for accumulating points include making and presentation of seminar papers, writing homework; activities at tutorials, short test or something else defined separately for each course. Maximum number of points that may be attained through such activities is 8 points. The number of points a student has achieved for other activities is not necessarily included into the level of acquisition of learning outcomes is therefore possible discrepancy between the prescribed range of achieved points ("degree of acquisition of learning outcomes") and the obtained mark in a particular subject. In order to achieve a passing grade for a course, the student must cumulatively fulfil two conditions: - from each individual learning outcome, the student must achieve at least 50% of that learning outcome (threshold is 8 points) - to achieve the total of at least 54 points at one course (in addition to passing the exam, class attendance and other activities)</p> <p>The student will not get a passing grade if he/she does not accomplish minimal class attendance, does not complete the obligation of additional activity and does not accomplish sufficient number of points at an exam by attaining all learning outcomes of a course. The grade insufficient for any course means that the student has not fulfilled conditions to acquire qualifications.</p>		
Average grade	4,250	Weighted average of grades during studies and level of success	4,225
Information on the method of completing studies and obtaining a diploma	<p>Professional graduate study ends: - passing all exams - preparation and oral defense of the thesis. A written graduation thesis is an independent written work of a student and represents an independent professional treatment of a specific problem of a professional nature. The recommended length of the written thesis is 50 to 80 pages. The thesis defense takes place in such a way that the student orally defends the written work in front of the Committee, if the written work is suitable for defense and if it was previously evaluated with a positive mark by all members of the Committee.</p>		

	<p>The professional diploma student is also required to create a computer-supported .PPT presentation of his oral defense presentation, along with which he will present a written thesis. After the presentation, the candidate orally answers the questions of the members of the Commission, which checks his knowledge in the field of the subject of the thesis and his knowledge of the profession in general.</p> <p>The diploma thesis is evaluated:</p> <ul style="list-style-type: none"> - especially for written work - especially for oral defense <p>The overall final grade of the diploma thesis is calculated as the arithmetic mean of the final grade of the written thesis and the final grade of the oral defense of the members of the defense committee.</p> <p>With the successful defense of the thesis, the process of studying at the professional graduate study at EFFECTUS ends and the prescribed professional title is obtained.</p>
<p>Information about the completed or graduation thesis, final and graduation exam, performance of a work of art or defense of a scientific or artistic doctoral dissertation</p>	<p>Subject of final thesis: Application of behavioral economics constructs in purchase decisions on the example of the FMCG sector</p> <p>Mentor: Darija Korkut mag.angl.</p> <p>Grade: 5</p>

ADDITIONAL INFORMATION

<p>Access to further levels of education</p>	<p>After completing professional undergraduate studies, the student has the right to continue his studies at university or professional graduate studies.</p>
<p>Access to a regulated profession</p>	<p>The qualification does not give access to a regulated profession.</p>
<p>Professional status and access to the labor market</p>	<p>The qualification ensures readiness for active participation in the labor market.</p>
<p>Additional activities during studies</p>	

Zagreb, 02/15/2024

Dean
Željka Zavišić, PhD

INFORMATION ON THE HIGHER EDUCATION SYSTEM IN THE CROATIA

TYPES OF HIGHER EDUCATION

A university is a university, a faculty, an art academy and a polytechnic. Universities are institutions of higher education that organize and conduct university studies in at least two scientific fields or in scientific and artistic fields and in at least three fields. Universities can also conduct professional studies. Universities as a component with legal personality can establish a faculty and an art academy. A university as a component without legal personality can be founded by a university department, faculty or art academy without legal personality, institute, center, institute, clinic or other organizational unit of the university. Universities and their components perform higher education, scientific and artistic activities, as well as professional activities.

Polytechnics are institutions of higher learning that conduct professional studies. Polytechnics perform higher education and professional activities. The polytechnic can perform scientific and artistic activities. Public universities are established by law, public polytechnics are established by a decree of the Government of the Republic of Croatia, while private higher education institutions are established by the decision of the founder.

TYPES OF STUDIES

University and professional studies are conducted at universities.

University studies train students for work in science, art and higher education, in the business world, the public sector and society in general, as well as for the development and application of scientific, artistic and professional achievements.

Professional studies train students to perform professional jobs in the business world, the public sector and society in general.

The study levels are: short study, undergraduate study, graduate study and postgraduate or doctoral study.

The Republic of Croatia joined the Bologna Process in 2001, and since 2005, learning outcomes and workload have been defined in study programs through ECTS credits. As a rule, a student can acquire 60 ECTS points during one year.

Professional short study

Professional short study lasts two years, during which students acquire 120 ECTS credits.

The condition for enrolling in a short professional study is the completion of an appropriate high school education program according to the conditions set by the higher education institution.

After the completion of the studies, the student is issued a certificate and a supplementary document about the studies and acquires the professional title of applicant with an indication of the profession.

Undergraduate studies

Undergraduate university or professional studies are conducted at the first level of higher education, they last three years during which at least 180 ECTS points are acquired or they last four years during which at least 240 ECTS points are acquired.

They can be enrolled by a person who has completed a suitable secondary school education program lasting at least four years and passed the state matura. Professional undergraduate study can be enrolled by a person who has completed a professional short study. Exceptionally, it is possible to enroll in an undergraduate study in the field of art without having previously completed an appropriate high school education based on the recognition of non-formal and informal learning. More detailed requirements for enrollment in a particular study program are determined by the higher education institution.

After completing the studies, the student is issued a diploma and a supplementary study document.

Persons who have completed university undergraduate studies acquire the academic title of university bachelor (baccalaureus) with an indication of profession (univ. bacc.). Persons who have completed professional undergraduate studies acquire the professional title of bachelor (baccalaureus) with an indication of profession (bacc.).

Graduate study

University or professional diploma studies are conducted at the second level of higher education. It usually lasts two years, during which students acquire at least 120 ECTS credits. The condition for enrollment is the completion of a three-year undergraduate study with at least 180 ECTS credits.

There are also graduate studies that last one year, and students acquire at least 60 ECTS credits. They can be enrolled by students who have completed four-year undergraduate university or professional studies and have acquired 240 ECTS credits.

As a rule, a student who completes an undergraduate university course can enroll in a university graduate course, and a student who completes an undergraduate professional course can enroll in a professional graduate course, but it is possible for a student who completes an undergraduate professional course to enroll in a university graduate course while passing distinction exams.

More detailed requirements for enrollment in a particular study program are determined by the higher education institution.

After completing the studies, the student is issued a diploma and a supplementary study document.

Completion of the university graduate study results in the academic title of University Master with indication of profession (Univ. Mag. with indication of profession), and in the field of technical sciences and some programs in the field of biotechnical sciences, the academic title of University Master of Engineering with indication of

profession (Univ. Mag. ing) is acquired with an indication of profession).
Completion of professional diploma studies gives the professional title of master with indication of profession (mag. with indication of profession), and in the technical field the title of master of engineer with indication of profession (mag. ing. with indication of profession) is acquired.

University integrated undergraduate and graduate studies

The university's integrated undergraduate and graduate study covers the first and second level of higher education and lasts five years during which students acquire at least 300 ECTS credits or six years during which students acquire at least 360 ECTS credits.

It can be enrolled by a person who has completed a suitable secondary school education program lasting at least four years and passed the state matura. Exceptionally, it is possible to enroll in university integrated undergraduate and graduate studies in the field of arts without having previously completed the appropriate high school education based on the recognition of non-formal and informal learning. More detailed requirements for enrollment in a particular study program are determined by the higher education institution.

After completing the studies, the student is issued a diploma and a supplementary study document. Upon completion of university integrated undergraduate and graduate studies, the academic title of university master with indication of profession (Univ. mag. with indication of profession) is acquired, and in the field of medicine, veterinary medicine and dentistry, the student acquires the academic title of doctor with indication of profession (dr. with indication of profession).

University specialist study

The university specialist study is carried out at the third level of higher education, lasts at least one year, or at most two, and upon its completion, 60 to 120 ECTS points are obtained.

A university specialist study can be enrolled by a person who has completed a corresponding university degree or a university integrated undergraduate and graduate study, while exceptional enrollment can be granted to a person who has completed a professional graduate study with the passing of distinction exams. More detailed requirements for enrollment in a particular study program are determined by the higher education institution.

After completing the studies, the student is issued a diploma and a supplementary study document.

Upon completion of the university specialist study, one acquires the academic title specialist with an indication of the profession (spec. with an indication of the profession), and in the fields of medicine, veterinary medicine, dentistry, pharmacy and medical biochemistry, the academic title is acquired university specialist with an indication of the profession (univ. spec. with an indication of the profession).

Doctoral studies

Doctoral studies are conducted at the third level of higher education, last three years, and upon completion, 180 ECTS points are earned.

It can be enrolled by a person who has completed a corresponding university graduate study, a university integrated undergraduate and graduate study or a university specialist study.

After completing the studies, the student is issued a diploma and a supplementary study document.

Upon completion of doctoral studies, the academic degree of Doctor of Science with an indication of the scientific field (Ph.D. with an indication of the scientific field) and Doctor of Arts (Ph.D. of Art.) is obtained.

ACCREDITATION OF HIGHER INSTITUTIONS AND STUDY PROGRAMS

The Agency for Science and Higher Education is the national body responsible for all types of quality evaluation in higher education and science in accordance with European standards and guidelines for quality assurance in higher education (ESG). The agency was founded by the Republic of Croatia, and the European Association for Quality Assurance in Higher Education (ENQA) regularly accredits and periodically evaluates it, and it is registered in the European Register of Quality Assurance Agencies (EQAR).

All higher education institutions in the Republic of Croatia must go through the initial accreditation process in order to obtain a permit to operate as a higher education institution.

For all new study programs, the initial accreditation is carried out by the Agency for Science and Higher Education according to uniform criteria for all public and private higher education institutions, i.e. for university and professional study programs.

The Agency for Science and Higher Education also carries out the procedure of regular reaccreditation of higher education institutions in the Republic of Croatia, as well as thematic evaluations.

EVALUATION SYSTEM

The achieved learning outcomes during studies are evaluated with the following grades:

Excellent (5) - an excellent achievement corresponding to a letter grade of A

Very good (4) - above average achievement corresponding to a letter grade of B

Good (3) - average achievement corresponding to a letter grade of C

Sufficient (2) - satisfactory achievement corresponding to a letter grade of D

Insufficient (1) - the learning outcomes were not achieved, and the grade corresponds to the letter grade F.

Individual courses can be evaluated descriptively, but then these courses are not included in the calculation of the average study grade.

NATIONAL QUALIFICATION FRAMEWORK

The Croatian Qualifications Framework (HKO) is an instrument that regulates the entire system of qualifications at all educational levels in the Republic of Croatia and enables the connection of the levels of qualifications acquired in the Republic of Croatia with the levels of the European Qualifications Framework (EQF) and the Qualifications Framework of the European Higher Education Area (QF-EHEA). .
 More information about the Croatian qualification framework is available at: <http://www.kvalifikacije.hr>



