INFORMATION PACKAGE

Academic year 2026/2027

English edition

Trg J. F. Kennedyja 2, 10000 Zagreb, Croatia

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About this information package

This information package is intended for current and prospective students of EFFECTUS University of Applied Sciences. It provides information on the institution, admission requirements, study programmes, courses, learning outcomes and student support in the 2026/2027 academic year.

Detailed course syllabi are available through the links provided under each programme. Students should consult the official website and the Digital Student Office for class timetables, examination dates, current notices and forms.

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Development Strategy 2026–2030

The Strategic Development Framework of EFFECTUS University of Applied Sciences for 2026–2030 guides the development of integrated, interdisciplinary education connecting business economics and law. It emphasises the practical application of knowledge, educational quality, relevant student competences and links with the business community.

Mission

A unique higher education institution in Croatia that connects economics and law, developing professionals for the contemporary business environment.

Vision

To be the region's leading higher education institution for integrated education in business economics and law, recognised for excellence, innovation and its contribution to economic development.

Core values

Excellence in education; integrity and ethics; a student-centred approach; engagement with business and society; innovation and interdisciplinarity; internationalisation and openness; a culture of quality and continuous improvement.

Strategic objectives

1 Improving the quality of education

Developing market-relevant, interdisciplinary programmes, contemporary teaching methods, digitalisation and comprehensive student support.

2 Developing academic capacity

Strengthening teaching and research capacity, institutional support, infrastructure and strategic management.

3 Strengthening professional research and scientific activities

Developing applied research, project activities, scientific output and student involvement.

4 Developing and strengthening internationalisation

International cooperation and projects, student and staff mobility, and the development of content in foreign languages.

5 Integrating digital transformation open science and artificial intelligence

Developing digital competences and systems, the ethical and responsible use of artificial intelligence, and the digitalisation of business processes.

6 Engagement with business and the wider community

Partnerships with businesses and the public sector, work placements, lifelong learning, alumni networks and community engagement.

Ethics and responsibility in the academic community

Ethics is essential to the professional and personal excellence promoted at EFFECTUS. Both teaching staff and students are responsible for upholding morally justified conduct, including the peaceful enjoyment of rights, autonomy in scientific work, professionalism and respect for the law, and for firmly opposing unacceptable conduct such as discrimination, prejudice and inappropriate behaviour in class.

Establishing and defining ethical standards is a dynamic process reflecting the ongoing development of our understanding of human rights and duties. By their nature, ethical norms require the Code of Ethics to be regularly reviewed and, where appropriate, amended in line with the development and understanding of ethical values in a particular social context.

The Code of Ethics aims to encourage understanding and acceptance of the fundamental principles of morally justified conduct and their application in the specific context in which EFFECTUS operates. It promotes awareness of the values specific to higher education in its broadest sense. Ignorance or misunderstanding of ethical standards does not justify unethical conduct.

EFFECTUS TEACHING STAFF

The fundamental obligation of EFFECTUS teaching staff, including employees and external associates, is to personally perform their assigned duties in accordance with the nature and type of their work and the applicable legislation. In performing their work, they must comply with laws, international treaties concluded and ratified in accordance with the Constitution and duly published, and subordinate legislation governing matters relevant to science and higher education.

In particular, teaching staff must comply with the EFFECTUS Statute, the Code of Ethics and the institution's other general regulations.

Teaching staff and associates should observe moral principles and professional ethics both in their work and outside the institution. Their work should be based on freedom of scientific and artistic creation.

Separate regulations govern the contractual obligations of teaching staff and teaching associates, breaches of those obligations and the measures imposed, the competent disciplinary bodies, and the procedure for imposing disciplinary measures.

EFFECTUS STUDENTS

EFFECTUS students are expected to act as responsible members of the community, respecting laws and regulations, fundamental human rights, the integrity and dignity of others, academic freedom, equality and fairness, and to fulfil their obligations conscientiously and professionally. Students must comply with the Statute, the Code of Ethics and other institutional regulations; fulfil their academic and contractual obligations; treat fellow students, teaching staff and other employees appropriately; protect institutional property; and preserve and promote the institution's reputation.

Separate regulations define disciplinary offences and measures, the conditions and conduct of disciplinary proceedings, and the composition and operation of the Disciplinary Committee.

Quality

EFFECTUS University of Applied Sciences is committed to meeting national and international quality norms and standards in higher education and institutional operations. Its commitment to a culture of quality stems from its Mission, Vision and Strategic Framework and their implementation. Through its Quality Policy, EFFECTUS undertakes to manage its quality system through continuous improvement and development, with the ultimate aim of establishing a culture of quality.

The Quality Centre is responsible for the quality assurance system at EFFECTUS. It works in coordination with other institutional bodies and services and is responsible for quality assurance and enhancement across all areas of activity. The Centre brings together and coordinates all quality-related activities and may adapt quality system procedures to institutional needs. The relevant provisions of the Regulations on the Quality System apply to its operation.

EFFECTUS University of Applied Sciences holds ISO 9001:2015 quality management system certification. Certification was carried out by DQS for the provision of higher education services. The certificate was issued on 9 March 2026 and is valid until 30 March 2029.

EFFECTUS University of Applied Sciences certificates

The 2026 Quality Policy is available at the following link.

Quality Policy 2026

The quality assurance system is also governed by regulations, the Quality Manual, and procedures for reviewing programme effectiveness and improving and evaluating study programmes.

Regulations on the Quality System

Quality Manual

Regulations on Procedures for Reviewing Study Programme Effectiveness

Regulations on the Procedure for Improving Study Programmes

Regulations on the Procedure for Evaluating Study Programmes

Rules of Procedure for Internal Audits

Organisational structure

Governing Board

EFFECTUS is governed by the Governing Board.

The Governing Board performs the duties prescribed by law, subordinate legislation and the Statute, in particular:

• adopts the Statute and other general regulations specified in the Statute;

• adopts the institution's mission and development strategy;

• adopts the proposed programme agreement;

• adopts the institution's financial plan;

• conducts the procedures for electing the Dean, appointing Vice-Deans and dismissing the Dean and Vice-Deans;

• adopts the Dean's annual report;

• oversees implementation of decisions of the Council and the Dean;

• oversees implementation of the financial plan and management of financial resources in accordance with the law and the Statute;

• decides on establishing legal entities whose primary activities fulfil the institution's mission and meet the needs of its students and the institution;

• confirms decisions of the Dean and the Council as specified in the Statute;

• adopts institutional work and development programmes and oversees their implementation;

• proposes changes to the institution's activities to the founder;

• provides the founder and the Dean with proposals and opinions on particular matters;

• performs other duties in accordance with the Statute and other general regulations.

Management

Management is a permanent body responsible for coordinating and implementing management activities. Its members are the Chair of the Governing Board, the Dean and the Chief Executive Officer.

The Chair of the Governing Board also chairs Management.

A Management member's term lasts for the duration of the office to which that member has been elected or appointed.

Management adopts rules of procedure specifying how it operates.

Management drafts general regulations, decides on funding for the professional and scientific development of EFFECTUS teaching and other staff, and performs other duties specified in the Statute and decisions of the Governing Board.

Dean

The Dean is the head of EFFECTUS and leads its academic and teaching activities. The Dean represents EFFECTUS and acts on its behalf within the academic community.

The Dean has full authority in legal transactions within the scope of EFFECTUS activities registered in the court register, except where that authority is limited by law, subordinate legislation or the EFFECTUS

Statute.

The Dean performs the duties prescribed by law, subordinate legislation and the Statute, in particular:

• organises the institution's work and operations;

• convenes and chairs Council meetings;

• proposes general regulations for adoption by the Governing Board and adopts regulations outside the Board's remit;

• drafts the institution's proposed programme agreement;

• proposes the institution's financial plan;

• manages implementation of the financial plan in accordance with the law, the Statute and the programme agreement;

• manages institutional assets with the consent of the Governing Board;

• represents EFFECTUS and acts on its behalf;

• undertakes all legal actions in the name and on behalf of EFFECTUS;

• submits an annual report to the Governing Board;

• performs other duties prescribed by law, the Statute and other general regulations.

The Dean is accountable to the Governing Board and the Council.

Council

The Council performs the duties prescribed by law, subordinate legislation and the EFFECTUS Statute, in particular:

• decides on teaching, scientific, artistic and professional matters;

• adopts additional criteria for appointments to teaching, associate and professional posts;

• conducts appointments and reappointments to teaching, associate and professional posts;

• conducts appointments and reappointments of adjunct teaching staff;

• provides the Dean with an opinion on the proposed programme agreement;

• determines admission quotas for individual study programmes;

• proposes candidates for Dean to the Governing Board;

• proposes the institution's development strategy to the Governing Board;

• proposes the establishment of new professional study programmes to the Governing Board;

• adopts general regulations in accordance with the Statute;

• performs other duties in accordance with the Statute and other general regulations.

The Council comprises the Dean, the Chair of the Governing Board, the Chief Executive Officer, Vice-Deans, heads of centres and departments, a staff representative and student representatives.

One staff representative sits on the Council. The representative is appointed by the Works Council. If no Works Council has been established, employees elect their representative in free and direct elections by secret ballot, following the procedure prescribed by the Labour Act for a single-member Works Council.

Students are represented on the Council by their representatives, whose minimum number is prescribed by law. Student representatives are elected for a two-year term.

Students elect their representatives independently in accordance with the Act on Student Councils and Other Student Organisations, the applicable legislation, the EFFECTUS Statute and the Student Council Statute.

Vice-Deans

Vice-Deans are EFFECTUS teaching staff appointed to specific functions to assist the Dean.

Vice-Deans perform duties assigned under the Regulations on Internal Organisation and Job Structure in particular areas of academic and teaching activity.

Vice-Deans propose policies and implementation measures to the Dean within their assigned areas. They also perform duties prescribed by EFFECTUS regulations and those assigned by the Dean and/or the Council.

Vice-Deans coordinate committees within their remit and report directly to the Dean.

A Vice-Dean designated by the Dean acts as the Dean's deputy during the Dean's absence.

Heads of study programmes

The head of a study programme:

• organises and manages the programme and ensures that teaching is delivered;

• coordinates cooperation with other programmes;

• proposes the work plan and determines the programme's work programme;

• proposes improvements and modernisation of teaching and participates in activities to improve higher education quality;

• implements decisions of the Governing Board, the Dean and the Academic Council;

• oversees staffing policy, programme development and staff development for the programme;

• oversees the organisation and quality of teaching;

• monitors student enrolment and progress;

• advises students and cooperates with student representatives, particularly on the choice of supervisors and elective courses, participation in student organisations, and the organisation of curricular and extracurricular activities;

• approves final thesis topic proposals;

• performs other duties assigned by the Governing Board, the Dean or the Academic Council in accordance with the Statute and other EFFECTUS regulations.

Student Council

The Student Council represents students and their interests within the institution. It participates in decisions on student rights and obligations, organises activities and works with institutional management to improve the quality of student life and study. Its members are elected by students for a term defined by institutional rules.

Alumni

Alumni is the association of EFFECTUS graduates.

EFFECTUS alumni take part in activities aimed primarily at maintaining and strengthening communication in two directions: between EFFECTUS and its former students, and among graduates themselves.

EFFECTUS draws on the knowledge and experience of its former students to enhance its teaching, academic and institutional capacity. In turn, EFFECTUS supports its former students' lifelong learning needs and career advancement.

Through the alumni association, former students retain a sense of belonging to the EFFECTUS community.

The alumni association also supports and promotes business connections, cooperation and partnerships between EFFECTUS and the business community.

Through communication, we encourage the identification, creation, development and pursuit of shared opportunities for further academic and professional growth.

Study programmes and admissions

EFFECTUS offers the short-cycle professional programme in Entrepreneurship, the professional undergraduate programme in Finance and Business Law, and the professional graduate programme in Business Management – MBA with five specialisations: Financial Management, Taxation and Business Law, Human Resource and Knowledge Management, Analytical Management, and Behavioural Economics.

Admissions are governed by the call for applications for the 2026/2027 academic year. Applications are submitted through the EFFECTUS online application form; candidates taking the Croatian State Matura examinations also apply through the Postani student system.

Entrepreneurship

Candidates who have completed secondary education may enrol in the programme. Admission is possible with or without State Matura examinations, subject to the procedures and documentation specified in the call for applications. Transfer admission and procedures for candidates educated abroad are also available.

Finance and Business Law

Admission normally requires at least four years of secondary education and successful completion of the State Matura examinations. The call for applications also governs admission after an appropriate short-cycle professional programme, for candidates who completed secondary school before 2010, candidates educated abroad and transfer applicants.

Business Management MBA

Admission is based on appropriate previous higher education and assessment of academic achievement. A grade point average of at least 3.50 is required, or two recommendations where the average is lower. Foreign higher education qualifications are subject to academic recognition.

Call for student applications 2026/2027

Admission procedure and required documents

EFFECTUS online application form

Candidates should contact the Centre for Students and Teaching Staff for guidance on individual cases, recognition of previous education and transfer admission. Requirements, documentation and deadlines are set out in the call for applications and the relevant institutional regulations.

Entrepreneurship

Short-cycle professional programme | 2 academic years | 4 semesters | 120 ECTS

Croatian Qualifications Framework (CQF) level: 5. Professional title: Professional Associate in Economics (pristup. oec.). Study modes: full-time and part-time. Graduates may continue to professional undergraduate programmes subject to admission requirements and recognition of prior learning.

• A distinctive study programme providing highly sought-after competences in entrepreneurship.

• A programme based on the practical application of acquired knowledge.

• Completion of the two-year programme leads to the title of Professional Associate in Economics and 120 ECTS credits.

Courses

P – lectures; S – seminars; V – practical classes. A dash indicates information not specified in the teaching implementation plan or dependent on the selected course. Course information and teaching roles refer to the 2026/2027 teaching implementation plan.

First year winter semester

Course and code	ECTS	Hours P / S / V	Lecturer
Fundamentals of Marketing OM-P-24	6	30 / 0 / 30	Lecturer: Assoc. Prof. Željka Zavišić, PhD Lecturer: Assoc. Prof. Željka Zavišić, PhD; Asst. Prof. Natalia Tutek, PhD
Introduction to Economics UE-P-26	6	45 / 15 / 0	Lecturer: Asst. Prof. Ivana Rukavina, PhD Lecturer: Asst. Prof. Ivana Rukavina, PhD; Domagoj Poljak, mag.oec.
Fundamentals of Entrepreneurial Accounting OPR-P-24	6	20 / 0 / 40	Lecturer: Asst. Prof. Aljoša Šestanović, PhD; Marica Javorović, mag.oec. Lecturer: Marica Javorović, mag.oec. Ljiljana Skendrović, MSc Teaching assistant: Ivona Javorović, mag.oec.
Legal Basics for Entrepreneurs OPUP-P-24	6	30 / 0 / 30	Lecturer: Jelena Uzelac, PhD Lecturer: Jelena Uzelac, PhD; Duška Šarin, PhD
Mathematics for Economists GM-P-24	7	30 / 0 / 45	Lecturer: Višnja Jurić, PhD Teaching assistant: Ana Uzelac, mag.edu.phys

First year summer semester

Course and code	ECTS	Hours P / S / V	Lecturer
Entrepreneurship and Innovation PII-P-26	7	30 / 15 / 30	Lecturer: Assoc. Prof. Đuro Horvat, PhD Lecturer: Assoc. Prof. Đuro Horvat, PhD; Helena Popović Petrušić, mag.oec., mag. int. rel. et dipl. Ratka Jurković, PhD
Business Information Technology PI-P-24	6	30 / 0 / 30	Lecturer: Danijela Pongrac, PhD; Roman Domović, PhD

Course and code	ECTS	Hours P / S / V	Lecturer
Business Planning PP-P-24	5	30 / 0 / 30	Lecturer: Assoc. Prof. Željka Zavišić, PhD; Zlatko Hodak, PhD
Fundamental Management Functions TFU-P-24	5	30 / 0 / 30	Lecturer: Sanja Gutić Martinčić, PhD Teaching assistant: Vedrana Smlatić, mag.iur. et mag.oec.
Business English PEJ-1-P-26	6	30 / 0 / 30	Lecturer: Mirjana Bautović, prof.

Second year winter semester

Course and code	ECTS	Hours P / S / V	Lecturer
Entrepreneurial Risk Management UPR-P-26	6	30 / 0 / 30	Lecturer: Miroslav Gregurek, PhD Zrinski Pelajić, MSc
Negotiation and Sales Skills PPV-P-24	7	30 / 0 / 45	Lecturer: Asst. Prof. Natalia Tutek, PhD
Tax System POSU-P-24	6	30 / 0 / 30	Lecturer: Miljenko Javorović, MSc Lecturer: Miljenko Javorović, MSc Mirjana Mahović Komljenović, MSc; Jasminka Lulić Stipetić, dipl.oec.
Law of Obligations and Fundamentals of Commercial Contracts OPOTU-P-24	5	30 / 0 / 15	Lecturer: Jelena Uzelac, PhD
Elective Course IP-POD	4	30 / 0 / 15	According to the selected course or supervisor

Second year summer semester

Course and code	ECTS	Hours P / S / V	Lecturer
Financial Accounting FR-P-24	6	15 / 0 / 45	Lecturer: Asst. Prof. Aljoša Šestanović, PhD Lecturer: Asst. Prof. Aljoša Šestanović, PhD Ljiljana Skendrović, MSc; Maja Janach, mag. oec.
Business Statistics PS-P-24	6	30 / 0 / 30	Lecturer: Višnja Jurić, PhD Teaching assistant: Ana Uzelac, mag. educ. phys.
Ethics in Business and Management EUPU-P-24	6	15 / 0 / 45	Lecturer: Ratka Jurković, PhD

Course and code	ECTS	Hours P / S / V	Lecturer
Work Placement SP-P-24	6	0 / 0 / 180	Lecturer: Blaženka Deanović, mag. oec.
Final Thesis ZR-P-24	8	—	According to the selected course or supervisor

The work placement comprises 180 hours and 6 ECTS credits; placement hours are entered in column V of the teaching implementation plan.

Elective course catalogue

Course and code	ECTS	Hours P / S / V	Lecturer
Digital Economy DE-P-24	4	30 / 0 / 15	Lecturer: Asst. Prof. Vjeran Bušelić, PhD
Labour Law RP-P-24	4	30 / 0 / 15	Lecturer: Duška Šarin, PhD; Marija Kovačević, PhD Teaching assistant: Martina Golubar, mag. iur. et mag. oec.
Insurance and Insurance Risks OOR-P-24	4	30 / 0 / 15	Lecturer: Miljenko Javorović, MSc; Jelena Uzelac, PhD Lecturer: Jelena Uzelac, PhD

The semester plan assigns 4 ECTS credits to the elective course. Course selection and recognition of this requirement are agreed with the head of the study programme.

Entrepreneurship course syllabi

Competences

Generic competences should be acquired by everyone who completes a particular level of education, regardless of discipline or profession; examples include foreign language skills, applying knowledge in practice, and computer or information literacy.

Students completing the Entrepreneurship programme acquire the following generic competences:

• communicate information, ideas, problems and solutions to specialists and non-specialists;

• adapt to changes in technology and working methods through lifelong learning;

• cooperate effectively in project teams and adapt to the requirements of the working environment;

• understand the impact of their profession on society and the business environment;

• demonstrate integrity, responsibility and diligence, and act in accordance with sound ethical principles when resolving business problems (social responsibility);

• integrate new scientific findings into solutions to current and future problems;

• apply acquired theoretical knowledge, practical skills and working habits in further professional and academic education.

Subject-specific competences are defined for each profession or field of study and are therefore narrower in scope.

The subject-specific competences associated with the academic field and the short-cycle professional programme in Entrepreneurship are:

• identify the fundamental factors of microeconomics, macroeconomics and international economics;

• identify the role, importance and application of accounting in achieving entrepreneurs' business objectives;

• analyse the marketing activities, resources and techniques required for the success of an entrepreneurial product or service;

• prepare to launch entrepreneurial and innovative ventures independently;

• design the management levels and appropriate organisational structure required to implement an entrepreneurial venture;

• integrate accounting information into business planning and business decision-making;

• combine basic knowledge of information and communication technologies to implement an entrepreneurial venture;

• use mathematical methods and models to calculate phenomena encountered in entrepreneurial business practice;

• integrate theoretical legal knowledge into everyday entrepreneurial practice;

• develop the ability to use the business English required for oral and written communication in an entrepreneurial environment;

• analyse and interpret basic statistical indicators in entrepreneurial practice;

• develop the communication, presentation and sales skills required by modern entrepreneurs;

• integrate knowledge of the tax system into entrepreneurial practice;

• integrate the principles of the law of obligations and commercial law into everyday entrepreneurial practice;

• develop ethical business principles by resolving the dilemmas faced by entrepreneurs as ethical agents and key drivers of ethical conduct;

• analyse and interpret business transaction data, linking the accounting function with business processes in an entrepreneurial venture;

• identify the impact of digital technologies and the fundamental principles of the digital economy on an entrepreneurial venture in the contemporary globalised digital environment;

• integrate the application of employment law into everyday entrepreneurial practice;

• design effective business risk insurance arrangements, enabling the management of transferable business risks within an entrepreneurial venture.

Learning outcomes

IU1 Identify and exploit opportunities to create value by exploring the social, cultural and economic landscape.

IU2 Develop ideas and opportunities to create value, including better solutions to existing and emerging challenges.

IU3 Create new and innovative entrepreneurial approaches.

IU4 Identify an entrepreneurial idea's potential to create value and appropriate ways to maximise it.

IU5 Assess the consequences of value-creating ideas and the impact of entrepreneurial activity on the target community, the market, society and the environment.

IU6 Organise the management of the tangible, intangible and digital resources needed to turn ideas into action.

IU7 Manage the competences required at any stage of an entrepreneurial venture, including technical, legal, tax and digital competences.

IU8 Calculate the cost of turning an idea into a value-creating activity and manage financing to generate value over the long term.

IU9 Develop a plan and formulate and evaluate financial decisions over time.

IU10 Establish long-, medium- and short-term objectives and classify priorities and action plans.

IU11 Make decisions when their outcomes are uncertain, the available information is incomplete or ambiguous, or there is a risk of undesirable outcomes.

Finance and Business Law

Professional undergraduate programme | 3 academic years | 6 semesters | 180 ECTS

Croatian Qualifications Framework (CQF) level: 6. Professional title: Bachelor of Economics (bacc. oec.). Study modes: full-time and part-time. Graduates may continue to professional graduate programmes subject to admission requirements.

Main features:

• a distinctive interdisciplinary programme providing highly sought-after competences in finance and business law;

• a programme based on the practical application of acquired knowledge;

• completion of the three-year programme leads to the title of Bachelor of Economics and 180 ECTS credits;

• the possibility of transfer admission to the second or third year of study.

Courses

P – lectures; S – seminars; V – practical classes. A dash indicates information not specified in the teaching implementation plan or dependent on the selected course. Course information and teaching roles refer to the 2026/2027 teaching implementation plan.

First year winter semester

Course and code	ECTS	Hours P / S / V	Lecturer
Introduction to Law and the Croatian Judicial System UPPS-20	6	45 / 15 / 0	Lecturer: Jelena Uzelac, PhD Lecturer: Jelena Uzelac, PhD; Duška Šarin, PhD
Principles of Economics PE-20	7	45 / 0 / 30	Lecturer: Asst. Prof. Ivana Rukavina, PhD Lecturer: Asst. Prof. Ivana Rukavina, PhD; Domagoj Poljak, mag.oec.
Business English 1 PEJ1-20	6	30 / 0 / 30	Lecturer: Mirjana Bautović, prof.
Fundamentals of Accounting OR-20	7	45 / 0 / 30	Lecturer: Asst. Prof. Aljoša Šestanović, PhD; Marica Javorović, mag.oec Lecturer: Marica Javorović, mag.oec. Ljiljana Skendrović, MSc Teaching assistant: Ivona Javorović, mag.oec
Financial Mathematics FM-20	6	30 / 0 / 30	Lecturer: Višnja Jurić, PhD Teaching assistant: Ana Uzelac, mag.edu.phys

First year summer semester

Course and code	ECTS	Hours P / S / V	Lecturer
Fundamentals of Statistics OS-20	7	45 / 0 / 30	Lecturer: Višnja Jurić, PhD Teaching assistant: Ana Uzelac, mag.edu.phys.

Course and code	ECTS	Hours P / S / V	Lecturer
Entrepreneurship and Innovation PII-26	7	30 / 15 / 30	Lecturer: Assoc. Prof. Đuro Horvat, PhD Lecturer: Assoc. Prof. Đuro Horvat, PhD; Helena Popović Petrušić, mag.oec., mag. int. rel. et dipl. Ratka Jurković, PhD
Fundamentals of Civil Law OGP-20	6	45 / 0 / 15	Lecturer: Jelena Uzelac, PhD
Fundamental Management Functions TFU-20	6	45 / 0 / 15	Lecturer: Sanja Gutić Martinčić, PhD Teaching assistant: Vedrana Smlatić, mag.iur. et mag.oec.
Fundamentals of Information Technology OI-20	6	30 / 0 / 30	Lecturer: Danijela Pongrac, PhD; Roman Domović, PhD

Second year winter semester

Course and code	ECTS	Hours P / S / V	Lecturer
Commercial Contract Law TUP-23	7	30 / 0 / 30	Lecturer: Jelena Uzelac, PhD; Marija Kovačević, PhD
Business English 2 PEJ2-20	6	30 / 0 / 30	Lecturer: Mirjana Bautović, prof.
Public Finance JF-20	6	45 / 0 / 15	Lecturer: Miljenko Javorović, MSc
Digital Economy and Entrepreneurship DE-25	6	30 / 0 / 30	Lecturer: Asst. Prof. Vjeran Bušelić, PhD
Labour Law RP-23	7	30 / 0 / 30	Lecturer: Duška Šarin, PhD; Marija Kovačević, PhD Teaching assistant: Martina Golubar, mag. iur. et mag. oec.

Second year summer semester

Course and code	ECTS	Hours P / S / V	Lecturer
Business Planning PP-20	5	30 / 0 / 30	Lecturer: Assoc. Prof. Željka Zavišić, PhD; Zlatko Hodak, PhD Lecturer: Zlatko Hodak, PhD
Company Law PD-23	5	45 / 0 / 15	Lecturer: Marija Kovačević, PhD
Financial Accounting FR-20	6	30 / 0 / 30	Lecturer: Asst. Prof. Aljoša Šestanović, PhD Lecturer: Ljiljana Skendrović, MSc; Maja Janach, mag. oec.

Course and code	ECTS	Hours P / S / V	Lecturer
Public Procurement JN-23	6	45 / 0 / 15	Lecturer: Miljenko Javorović, MSc; Nikolina Bačurin, dipl.oec.
Elective Course 2-1 IP2-1	5	30 / 0 / 15	According to the selected course or supervisor
Work Placement SP-20	6	—	Lecturer: Blaženka Deanović, mag.oec.

Third year winter semester

Course and code	ECTS	Hours P / S / V	Lecturer
Administrative Procedure and Administrative Litigation UPUS-20	6	45 / 0 / 15	Lecturer: Marija Kovačević, PhD Lecturer: Marija Kovačević, PhD; Milorad Ćupurdija, PhD
Business Economics and Analysis EIAP-20	6	30 / 0 / 30	Lecturer: Ratka Jurković, PhD
FinTech FT-24	5	30 / 0 / 30	Lecturer: Bojan Tomić, PhD Lecturer: Bojan Tomić, PhD; Domagoj Poljak, mag.oec.
Elective Course 3-1 IP3-1	5	30 / 0 / 15	According to the selected course or supervisor

Third year summer semester

Course and code	ECTS	Hours P / S / V	Lecturer
Banks and Banking BBP-20	6	45 / 0 / 15	Lecturer: Miroslav Gregurek, PhD
Corporate Finance PF-20	6	30 / 0 / 30	Lecturer: Asst. Prof. Ivana Rukavina, PhD Lecturer: Asst. Prof. Ivana Rukavina, PhD Zrinski Pelajić, MSc; Domagoj Poljak, mag. oec.
LegalTech LT-24	4	30 / 0 / 15	Lecturer: Vjeran Malenica, mag. iur.
Elective Course 3-2 IP3-2	5	30 / 0 / 15	According to the selected course or supervisor
Final Thesis ZR	8	—	According to the selected course or supervisor

Second-year elective courses

Course and code	ECTS	Hours P / S / V	Lecturer
Public Sector Operations PJS-20	5	30 / 0 / 15	Lecturer: Mladen Ilić, MSc
Business English 3 PEJ3-20	5	30 / 0 / 15	Lecturer: Mirjana Bautović, prof.
Budgetary Accounting PR-20	5	30 / 0 / 15	Lecturer: Asst. Prof. Aljoša Šestanović, PhD Lecturer: Asst. Prof. Aljoša Šestanović, PhD Ljiljana Skendrović, MSc

Third-year elective courses

Course and code	ECTS	Hours P / S / V	Lecturer
Property Law SP-20	—	30 / 0 / 15	Lecturer: Jelena Uzelac, PhD
Ethics in Business and Management EPU-20	—	30 / 0 / 15	Lecturer: Ratka Jurković, PhD
Accounting for Financial Institutions RFI-20	—	30 / 0 / 15	Lecturer: Asst. Prof. Aljoša Šestanović, PhD
Negotiation Skills PV-20	—	30 / 0 / 15	Lecturer: Asst. Prof. Natalia Tutek, PhD
Economic Analysis of Law EAP-20	—	30 / 0 / 15	Lecturer: Mladen Vedriš, PhD Jelena Uzelac, PhD
Insurance Law PO-20	—	30 / 0 / 15	Lecturer: Miljenko Javorović, MSc; Jelena Uzelac, PhD Lecturer: Jelena Uzelac, PhD

Each second- and third-year elective block carries 5 ECTS credits. The teaching implementation plan catalogue does not assign separate credits to the third-year courses, so credits are determined within the enrolled elective block. Students should consult the current syllabus and the placement lecturer's instructions for work placement hours.

Finance and Business Law course syllabi

Competences

Active and effective participation in the Finance and Business Law programme develops generic competences, subject-specific competences in finance and law, and clearly defined specialist competences that form an integral part of the overall competences acquired upon completion of the programme.

In terms of generic competences, graduates should be able to:

• communicate information, ideas, problems and solutions to specialists and non-specialists;

• adapt to changes in technology and working methods through lifelong learning;

• cooperate effectively in project teams and adapt to the requirements of the working environment;

• understand the impact of their profession on society and the business environment;

• demonstrate integrity, responsibility and diligence, and act in accordance with sound ethical principles when resolving business problems (social responsibility);

• integrate new scientific findings into solutions to current and future problems;

• apply acquired theoretical knowledge, practical skills and working habits in further professional and academic education.

Students completing the Finance and Business Law programme acquire the following subject-specific competences:

• organise entrepreneurial processes effectively;

• apply mathematical and statistical methods and modern IT tools to collect and process business data;

• apply the knowledge and skills needed to perform professional accounting and finance tasks in business entities;

• plan and budget business entities' income and expenditure to support efficient operations;

• understand bookkeeping practices, accounting standards (IFRS/CFRS), regulations and the applicable legal reporting framework;

• independently manage financial operations in businesses with different organisational structures;

• understand the elements of business planning and apply its methodology in practice;

• apply appropriate regulatory mechanisms in business entities' financial operations;

• synthesise knowledge from different areas of finance and complement it with relevant business law knowledge when resolving a specific business problem;

• demonstrate thorough knowledge of financial operating rules and standards and draw valid conclusions about relevant business facts;

• apply the regulatory framework governing business operations, together with the basic principles of financial operations and the Croatian legal system.

Finance and Business Law programme learning outcomes

SIU1 Describe the nature, legal and institutional framework, and key elements of the business environment.

SIU2 Make independent, logical, economically rational and lawful financial decisions, following prescribed procedures, guidelines and generally accepted economic principles.

SIU3 Collect, organise and interpret financial and other business information and data.

SIU4 Prepare business analyses of limited complexity.

SIU5 Apply the basic principles, rules and strategies of accounting, financial management and financial planning in situations of limited complexity, using the available data. SIU6 Independently manage a business entity's financial resources.

SIU7 Assess the social and economic benefits of a business entity's operations.

SIU8 Explain the structure, mechanisms and rules governing the management of companies and other forms of business entities.

SIU9 Analyse facts and draw conclusions in business law situations of limited complexity, using legal

sources, case law, textbooks, and scientific and professional publications in business law.

SIU10 Draft decisions, rulings, contracts and other written instruments of limited complexity in Croatian and English, in accordance with the law.

SIU11 Communicate orally and/or in writing with internal and external stakeholders about economic, financial and legal processes and phenomena.

SIU12 Apply basic analytical skills in business decision-making.

Business Management MBA

Professional graduate programme | 2 academic years | 4 semesters | 120 ECTS

Croatian Qualifications Framework (CQF) level: 7. Professional title: Master of Business Management (mag. oec.), specifying the completed specialisation. Study modes: full-time and part-time. The first year comprises a common curriculum, while the second year covers courses in the chosen specialisation. Opportunities for further education depend on the requirements of the individual programme and institution.

Courses

P – lectures; S – seminars; V – practical classes. A dash indicates information not specified in the teaching implementation plan or dependent on the selected course. Course information and teaching roles refer to the 2026/2027 teaching implementation plan.

First year common curriculum winter semester

Course and code	ECTS	Hours P / S / V	Lecturer
Financial Statement Analysis MBA-AFI-18	8	28 / 0 / 28	Lecturer: Asst. Prof. Aljoša Šestanović, PhD Lecturer: Asst. Prof. Aljoša Šestanović, PhD Ljiljana Skendrović, MSc Teaching assistant: Ivona Javorović, mag.oec.
Crisis Management MBA-KM-18	6	28 / 0 / 28	Lecturer: Assoc. Prof. Željka Zavišić, PhD Lecturer: Assoc. Prof. Željka Zavišić, PhD Hrvoje Patajac, MSc; Domagoj Poljak, mag. oec.
Marketing Management and Application MBA-MUP-18	7	42 / 0 / 14	Lecturer: Asst. Prof. Natalia Tutek, PhD
Strategic Management MBA-SM-18	7	28 / 0 / 28	Lecturer: Sanja Gutić Martinčić, PhD Lecturer: Sanja Gutić Martinčić, PhD Hrvoje Patajac, MSc

First year common curriculum summer semester

Course and code	ECTS	Hours P / S / V	Lecturer
Human Resource Management MBA-ULJP-18	6	42 / 0 / 14	Lecturer: Sanja Gutić Martinčić, PhD Teaching assistant: Vedrana Smlatić, mag.iur. et mag.oec.
Game Theory MBA-TI-18	7	28 / 0 / 28	Lecturer: Prof. Robert Kopal, PhD Lecturer: Prof. Robert Kopal, PhD; Asst. Prof. Mirko Talajić, PhD
Management of Capital Companies MBA-UDK-18	8	42 / 0 / 14	Lecturer: Marija Kovačević, PhD Lecturer: Marija Kovačević, PhD; Maja Janach, mag. oec.
Project Management MBA-UP-18	6	42 / 0 / 14	Lecturer: Assoc. Prof. Darija Ivandić Vidović, PhD

Second year Financial Management

Winter semester

Course and code	ECTS	Hours P / S / V	Lecturer
Financial Instruments and Risk Hedging Instruments MBA-FIIOR-18	6	28 / 0 / 28	Lecturer: Bojan Tomić, PhD
Bank Management MBA-MB-18	6	28 / 0 / 28	Lecturer: Miroslav Gregurek, PhD
Investment Project Development – Practicum MBA-IIPP-21	6	28 / 0 / 28	Lecturer: Asst. Prof. Aljoša Šestanović, PhD Lecturer: Asst. Prof. Aljoša Šestanović, PhD Hrvoje Patajac, MSc
The Croatian Tax System and Its Application – Practicum MBA-PSPRHP-21	9	56 / 0 / 28	Lecturer: Miljenko Javorović, MSc Lecturer: Miljenko Javorović, MSc Mirjana Mahović Komljenović, MSc; Jasminka Lulić Stipetić, dipl.oec.
Scientific Research Methodology MBA-MZIR-18	5	28 / 0 / 28	Lecturer: Jelena Uzelac, PhD; Višnja Jurić, PhD

Summer semester

Course and code	ECTS	Hours P / S / V	Lecturer
Management Control MBA-KON-18	7	28 / 0 / 28	Lecturer: Asst. Prof. Aljoša Šestanović, PhD Lecturer: Asst. Prof. Aljoša Šestanović, PhD Hrvoje Patajac, MSc
Monetary and Credit Analysis MBA-MKA-18	5	28 / 0 / 28	Lecturer: Asst. Prof. Ivana Rukavina, PhD
Auditing MBA-REV-18	6	28 / 0 / 28	Lecturer: Ivan Galek, univ.spec.oec. Lecturer: Ivan Galek, univ.spec.oec.; Maja Janach, mag.oec.
Elective Course IZP5-1	4	—	According to the selected course or supervisor
Master's Thesis SDR	11	—	According to the selected course or supervisor

Financial Management specialisation syllabi

Second year Taxation and Business Law

Winter semester

Course and code	ECTS	Hours P / S / V	Lecturer
Legal Framework of Financial Institutions MBA-POFI-18	6	28 / 0 / 28	Lecturer: Petar-Pierre Matek, PhD Lecturer: Petar-Pierre Matek, PhD; Domagoj Poljak, mag.oec.
Tort Law MBA-ODSP-18	6	28 / 0 / 28	Lecturer: Jelena Uzelac, PhD
Tax Law and Tax Procedure MBA-PPPP-26	6	28 / 0 / 28	Lecturer: Miljenko Javorović, MSc Lecturer: Miljenko Javorović, MSc; Jasna Kropf, dipl. iur.
The Croatian Tax System and Its Application – Practicum MBA-PSPRHP-21	9	56 / 0 / 28	Lecturer: Miljenko Javorović, MSc Lecturer: Miljenko Javorović, MSc Mirjana Mahović Komljenović, MSc; Jasminka Lulić Stipetić, dipl.oec.
Scientific Research Methodology MBA-MZIR-18	5	28 / 0 / 28	Lecturer: Jelena Uzelac, PhD; Višnja Jurić, PhD

Summer semester

Course and code	ECTS	Hours P / S / V	Lecturer
Economic Criminal Law MBA-GKP-18	6	28 / 0 / 28	Lecturer: Assoc. Prof. Ante Orlović, PhD
Corporate Reorganisations MBA-SPTD-18	6	28 / 0 / 28	Lecturer: Marija Kovačević, PhD Lecturer: Duška Šarin, PhD Teaching assistant: Vedran Ceranić, PhD
Enforcement Law MBA-OVRP-18	6	28 / 0 / 28	Lecturer: Duška Šarin, PhD Teaching assistant: Vedran Ceranić, PhD
Elective Course IZP5-1	4	—	According to the selected course or supervisor
Master's Thesis SDR	11	—	According to the selected course or supervisor

Taxation and Business Law specialisation syllabi

Second year Human Resource and Knowledge Management

Winter semester

Course and code	ECTS	Hours P / S / V	Lecturer
Leadership Techniques and Skills MBA-TVV-18	7	42 / 0 / 14	Lecturer: Asst. Prof. Natalia Tutek, PhD
Organisational Behaviour MBA-ORGP-18	7	28 / 0 / 28	Lecturer: Sanja Gutić Martinčić, PhD Lecturer: Sanja Gutić Martinčić, PhD; Zlatko Hodak, PhD
Labour Market and Employment MBA-TRZ-18	5	28 / 0 / 28	Lecturer: Assoc. Prof. Đuro Horvat, PhD Lecturer: Assoc. Prof. Katarina Bačić, PhD Assoc. Prof. Đuro Horvat, PhD Teaching assistant: Tajana Toš, PhD
Career and Organisation MBA-KIO-18	6	28 / 0 / 28	Lecturer: Sanja Gutić Martinčić, PhD
Scientific Research Methodology MBA-MZIR-18	5	28 / 0 / 28	Lecturer: Jelena Uzelac, PhD; Višnja Jurić, PhD

Summer semester

Course and code	ECTS	Hours P / S / V	Lecturer
Personality and Organisational Psychology MBA-POIO-18	7	56 / 0 / 28	Lecturer: Asst. Prof. Maja Kolega, PhD Teaching assistant: Ivana Vitovski, dipl. oec.
Human Resources Practicum MBA-PULP-18	6	28 / 28 / 28	Lecturer: Sanja Gutić Martinčić, PhD
Knowledge and Innovation Management MBA-MZI-18	7	28 / 0 / 28	Lecturer: Asst. Prof. Natalia Tutek, PhD Lecturer: Asst. Prof. Natalia Tutek, PhD; Zlatko Hodak, PhD
Elective Course IZP5-1	4	—	According to the selected course or supervisor
Master's Thesis SDR	11	—	According to the selected course or supervisor

Human Resource and Knowledge Management specialisation syllabi

Second year Analytical Management

Winter semester

Course and code	ECTS	Hours P / S / V	Lecturer
Business Intelligence and Data Management PIUP-24	6	28 / 14 / 28	Lecturer: Prof. Robert Kopal, PhD Lecturer: Prof. Robert Kopal, PhD; Asst. Prof. Mirko Talajić, PhD
Analytical Management 1: Creative Thinking Techniques MBA-AM1-19	6	28 / 14 / 28	Lecturer: Darija Korkut, PhD
Analytical Management 2: Problem-Solving and Decision-Making Techniques MBA-AM2-19	6	28 / 14 / 28	Lecturer: Prof. Robert Kopal, PhD
Critical Thinking MBA-KM-19	4	14 / 0 / 42	Lecturer: Darija Korkut, PhD
Scientific Research Methodology MBA-MZIR-18	5	28 / 0 / 28	Lecturer: Jelena Uzelac, PhD; Višnja Jurić, PhD

Summer semester

Course and code	ECTS	Hours P / S / V	Lecturer
Behavioural Economics MBA-BE-18	6	28 / 14 / 28	Lecturer: Darija Korkut, PhD Lecturer: Darija Korkut, PhD; Ratka Jurković, PhD
Applied Analytical Management – Practicum MBA-PAMP-21	6	14 / 28 / 28	Lecturer: Darija Korkut, PhD
Social Network Analysis MBA-ASM-18	5	14 / 14 / 28	Lecturer: Prof. Robert Kopal, PhD Lecturer: Prof. Robert Kopal, PhD; Siniša Urošev, mag. math.
Knowledge and Innovation Management MBA-MZI-KIAM-18	6	28 / 14 / 28	Lecturer: Asst. Prof. Natalia Tutek, PhD Lecturer: Asst. Prof. Natalia Tutek, PhD; Zlatko Hodak, PhD
Elective Course IZP5-1	4	—	According to the selected course or supervisor
Master's Thesis SDR	11	—	According to the selected course or supervisor

Analytical Management specialisation syllabi

Second year Behavioural Economics

Winter semester

Course and code	ECTS	Hours P / S / V	Lecturer
Psychology of Decision-Making – Practicum PO-P-22	6	28 / 0 / 28	Lecturer: Darija Korkut, PhD
Social Psychology and Economics SPE-22	6	28 / 0 / 28	Lecturer: Asst. Prof. Maja Kolega, PhD
Behavioural Marketing BM-22	5	28 / 0 / 28	Lecturer: Assoc. Prof. Željka Zavišić, PhD
Decision-Making under Risk and Uncertainty OURN-22	6	28 / 0 / 28	Lecturer: Prof. Robert Kopal, PhD; Darija Korkut, PhD
Scientific Research Methodology MBA-MZIR-18	5	28 / 0 / 28	Lecturer: Jelena Uzelac, PhD; Višnja Jurić, PhD

Summer semester

Course and code	ECTS	Hours P / S / V	Lecturer
Behavioural Game Theory BTI-22	5	28 / 0 / 28	Lecturer: Prof. Robert Kopal, PhD; Asst. Prof. Mirko Talajić, PhD
Social Physics SF-22	5	28 / 0 / 28	Lecturer: Prof. Robert Kopal, PhD Lecturer: Prof. Robert Kopal, PhD; Siniša Urošev, mag. math.
Neuroeconomics N-22	6	28 / 0 / 28	Lecturer: Darija Korkut, PhD Lecturer: Darija Korkut, PhD Assoc. Prof. Željka Zavišić, PhD
Applied Econometrics – Practicum PE-P-22	6	14 / 0 / 42	Lecturer: Asst. Prof. Ivana Rukavina, PhD Teaching assistant: Ivan Žilić, PhD; Siniša Urošev, mag. math.
Elective Course IZP5-1	4	28 / 0 / 14	According to the selected course or supervisor
Master's Thesis SDR	11	—	According to the selected course or supervisor

Behavioural Economics specialisation syllabi

Common MBA elective course catalogue

Course and code	ECTS	Hours P / S / V	Lecturer
International Economic Relations MEO-24	4	—	Lecturer: Mladen Vedriš, PhD
Alternative Dispute Resolution MBA-AMRS-18	4	28 / 0 / 14	Lecturer: Jelena Uzelac, PhD
Communication and Presentation Skills MBA-KPV-18	4	28 / 0 / 14	Lecturer: Asst. Prof. Natalia Tutek, PhD
Creativity in the Digital Age MBA-KUDD-20	4	28 / 0 / 14	Lecturer: Prof. Robert Kopal, PhD Lecturer: Darija Korkut, PhD
European Perspectives on Behavioural Law and Economics EPBPE-22	4	28 / 0 / 14	Lecturer: Mladen Vedriš, PhD
Behavioural Finance BIFI-22	4	28 / 0 / 14	Lecturer: Asst. Prof. Aljoša Šestanović, PhD
Behavioural Public Policy BJP-22	4	28 / 0 / 14	Lecturer: Ratka Jurković, PhD Lecturer: Asst. Prof. Natalia Tutek, PhD
Statistical Methods for Behavioural Sciences SMBZ-22	4	28 / 0 / 14	Lecturer: Višnja Jurić, PhD
Psychology of Creativity MBA-PK-izb-24	4	28 / 0 / 14	Lecturer: Asst. Prof. Maja Kolega, PhD

Students in each specialisation take an elective course worth 4 ECTS credits. Contact hours are shown in the elective course catalogue. The supplied teaching implementation plan does not specify contact hours for International Economic Relations; details should be checked in the syllabus.

Business Management MBA programme learning outcomes

SIU1 (O) Connect the principles and rules of corporate governance with those of managing different types of business risk, including tax risks, liability for damages, investment risks and market risks.

SIU2 (O) Make sound managerial, investment, financial and strategic decisions within corporate governance mechanisms and under uncertainty, based on analysis of the business environment and financial statement data.

SIU3 (O) Analyse the business environment and changes within it to formulate and implement business strategy appropriately and to manage and oversee project activities effectively.

SIU4 (O) Critically evaluate a business entity's market positioning and independently formulate marketing strategies based on the evidence used to select strategic activities.

SIU5 (O) Apply contemporary human resource management principles to select and recruit people with relevant general and specialist knowledge and work experience, supporting growth and implementation of the defined development strategy.

SIU6 (O) Make strategic decisions independently and in teams when solving complex tasks, following prescribed procedures, guidelines and generally accepted economic principles.

SIU7 (PPP) Connect knowledge from relevant areas of law with financial operations.

SIU8 (PPP) Interpret the legal sources of enforcement law, tort law and tax law, and logically connect and analyse the requirements, initiation and conduct of enforcement, tax and liability-for-damages proceedings.

SIU9 (PPP) Analyse the regulatory framework, role and functions of financial institutions, the main forms, characteristics and consequences of business combinations, and the principal types, features and consequences of corporate reorganisations.

SIU10 (PPP) Analyse the criminal law framework governing unlawful business activities manifested as economic crimes and offences, their main methods and characteristics, and the nature and consequences of major forms of economic crime.

SIU11 (MF) Apply advanced financial management instruments and justify positions and decisions concerning investment projects and financial policy.

SIU12 (MF) Analyse the regulatory framework, role and functions of financial institutions and how monetary and credit policy affects the economic behaviour of different participants in the economy.

SIU13 (MF) Interpret complex financial data collected from multiple sources to apply management control tools and advanced methods and instruments of financial and audit analysis.

SIU14 (MF) Logically connect and evaluate different elements of the tax system to monitor tax costs, optimise operations, and prepare and analyse statutory tax returns.

SIU15 (MLJPZ) Analyse fundamental concepts, approaches and methods in organisational and work psychology, and the influence of career development and other key elements of organisational culture on organisational behaviour.

SIU16 (MLJPZ) Implement recruitment policies based on analysis of labour market developments and an integrated understanding of workforce diversity.

SIU17 (MLJPZ) Select the most appropriate approaches, models, procedures, tools and leadership styles as a basis for effective decision-making and successful organisational management.

SIU18 (MLJPZ) Integrate acquired human resource and knowledge management knowledge and skills into organisational management and change processes, the achievement of key organisational objectives, and the development of an innovative organisation.

SIU19 (AM) Combine behavioural economics knowledge with analytical tools and creative analytical management techniques in decision-making and the resolution of complex business problems.

SIU20 (AM) Analyse the psychological nature and components of behaviour, creativity, innovation and decision-making when solving complex business problems in organisations.

SIU21 (AM) Justify the use of social network analysis by independently selecting and applying appropriate network metrics.

SIU22 (AM) Evaluate the management of knowledge, innovation and change in entrepreneurship in the digital age.

SIU23 (BE) Logically connect and apply key concepts from economics and psychology in solving business problems and making business decisions.

SIU24 (BE) Analyse relevant theories, models and tools from brain science and the brain's role in preference formation and economic decision-making.

SIU25 (BE) Critically assess behavioural science concepts in public policy design.

SIU26 (BE) Apply statistical, econometric and data science methods to analyse human behaviour and decision-making.

Competences

Active and effective participation in the Business Management – MBA programme develops generic competences, specialist competences in business management, and clearly defined competences associated with the chosen specialisation. These form an integral part of the overall specialist competences acquired upon completion of the programme.

In terms of generic competences, graduates should be able to:

• communicate information, ideas, problems and solutions to specialists and non-specialists;

• adapt to changes in technology and working methods through lifelong learning;

• cooperate effectively in project teams and adapt to the requirements of the working environment;

• understand the impact of their profession on society and the business environment;

• demonstrate integrity, responsibility and diligence, and act in accordance with sound ethical principles when resolving business problems (social responsibility);

• integrate new scientific findings into solutions to current and future problems;

• apply acquired theoretical knowledge, practical skills and working habits in further professional and academic education.

Financial Management specialisation competences

• distinguish between types of financial institutions and the legal sources regulating their activities in the Republic of Croatia;

• understand the legal status and organisational structure of financial institutions;

• understand the specific characteristics of financial institutions' governing bodies;

• enter into different types of contracts;

• distinguish between the main models, methods and techniques for achieving an optimal commercial bank balance sheet and capital structure;

• demonstrate specialist knowledge of the structure, costs and risks of funding sources, loan portfolios, service distribution channels, risk management, performance evaluation and causes of bank failure, credit and other procedures, supporting services, and managerial decision-making;

• interpret types of controls and understand the legal and professional regulations governing auditing;

• accurately describe and interpret the role of internal audit in fraud detection;

• interpret the content of audit reports;

• understand how monetary policy affects economic participants and how changes in monetary policy influence their business decisions;

• understand how changes in economic participants' behaviour and decision-making affect the business environment.

Taxation and Business Law specialisation competences

• use the legal sources of enforcement law correctly;

• acquire the theoretical knowledge needed to understand the procedural aspects of law governing the examination and determination of enforcement cases;

• interpret legal rules correctly and develop critical thinking;

• understand conduct that may cause damage and give rise to liability for damages;

• assess conduct, identify harmful acts, and establish the causal relationship between an act and the resulting damage;

• analyse the main forms of business combinations in which companies remain legally independent;

• analyse the principal characteristics of different corporate reorganisations;

• understand competition law and practices that may breach it, with particular emphasis on competition rules in financial operations;

• analyse the criminal law framework and applicable legislation governing unlawful business activities manifested as economic crimes and offences;

• master and correctly apply the legal rules forming the criminal law framework for economic crime;

• recognise and make informed assessments of unlawful business conduct displaying the characteristics of economic crime;

• identify and evaluate measures and procedures for preventing and investigating economic crime and apply them in business entities and organisations.

Human Resource and Knowledge Management specialisation competences

• distinguish between different interpretations of leadership;

• distinguish leadership as a personal attribute from leadership as a process;

• identify skill-, style- and trait-based approaches to leadership and analyse leadership styles;

• evaluate similarities and differences between the situational approach and contingency theory of leadership;

• design, implement and evaluate recruitment policies;

• understand the role of public institutions and private employment agencies;

• distinguish between active and passive employment policy measures;

• recognise and understand people-related issues in organisations;

• implement theoretical concepts relevant to people-related organisational problems and develop appropriate solutions to support successful organisational management;

• distinguish and select the most appropriate approaches, models, procedures and tools as a basis for effective decision-making and the implementation of quality solutions in a specific human resource management context;

• understand personal career development in the new economy;

• understand emerging concepts such as individual employability and employee competences;

• demonstrate analytical thinking supported by comprehensive interdisciplinary problem-solving and effective writing of reports, notes and documents.

Analytical Management specialisation competences

• apply the psychological components of creativity and knowledge of the dynamics and stages of the creative process to develop personal creativity;

• solve complex business problems and make complex business decisions by overcoming restrictive mindsets;

• rank the importance of individual behaviour's influence on economic decision-making;

• critically assess an organisation's creative and innovative processes;

• apply the knowledge and skills needed to develop an organisational culture of creativity and manage personal and others' creative skills;

• design models for implementing analytical processes in complex business problem-solving and decision-making;

• interpret analytical management processes used to address complex business challenges;

• test network connections in the contemporary world;

• anticipate potential applications of social network analysis across different areas of a business entity's operations;

• devise approaches and forms of creative thinking using digital technologies;

• apply acquired knowledge and make a distinctive, productive analytical contribution to solving complex problems and meeting the demands of the contemporary business environment using different analytical tools and methods.

Behavioural Economics specialisation competences

• apply a systematic and holistic approach to problem-solving based on interdisciplinary knowledge of economics and psychology;

• critically assess participants' behaviour and decision-making in interactions, drawing on comprehensive knowledge of models combining traditional and behavioural game theory;

• interpret inconsistencies in individual perception and judgement in investment decision-making and cases of market anomalies;

• critically assess the use of behavioural science constructs in the design, development and implementation of public policies, including their conceptual and practical limitations and ethical implications;

• design an effective social marketing strategy using consumer behaviour change theory;

• apply advanced quasi-experimental methods to real data to test causal relationships in economic and business processes;

• test the fundamental principles of normative versus descriptive economics and existing contributions of behavioural science to different areas of law;

• interpret the psychological factors driving economic decisions and their impact on business operations and outcomes, drawing on recent findings in neuroscience and cognitive science;

• critically assess the causes of systematic errors in real-world decision-making and the distinctive psychological factors affecting decisions under risk and uncertainty;

• critically assess recent findings on information processing in economic contexts, with particular emphasis on memory, perception, intuition and reasoning in economic behaviour;

• apply social network analysis and social physics knowledge and skills in complex business problem-solving and decision-making;

• interpret the fundamental processes through which individuals form social attitudes and the psychological mechanisms shaping perceptions of the social environment, to apply the principles of economic persuasion and promotion ethically;

• devise solutions to real-world problems and tasks using statistical methods and tools that improve understanding of data in the social and behavioural sciences.

Erasmus and international mobility

Students may participate in international mobility for study or work placements. Each call for applications sets out the available opportunities, eligibility requirements, documentation, grants and deadlines. Before applying, students should check the partner institution, language of instruction, academic calendar and course content.

Study mobility

Before departure, students agree the recognition of courses and ECTS credits with the head of their study programme. The Learning Agreement defines the mobility programme and associated credits. After returning, students document their achievements through a transcript of records and the documentation required by the call. Students remain enrolled at EFFECTUS throughout their mobility period.

Work placements abroad

Before undertaking a placement abroad, students should check the call's requirements and whether the placement can be recognised within their home programme. They agree the work programme, duration and documentation with the Erasmus contact person and the placement lecturer.

Applications and support

For information and applications under the published call, students should contact erasmus@effectus.com.hr. Additional grants and inclusion support opportunities are specified in the applicable call. Grant amounts and available places depend on the project and available funding.

For incoming mobility, course selection is aligned with the Erasmus course catalogue and the Learning Agreement. The supplied 2026/2027 teaching implementation plan includes a separate Erasmus course catalogue.

Erasmus documents and recognition of ECTS credits

Erasmus calls for applications

Work placements and career development

Work placements connect academic content with workplace tasks and the development of professional skills. Requirements, learning outcomes, duration and assessment methods are defined for each relevant programme and course.

Before the placement

Students contact the placement lecturer, check course requirements, and agree the host employer, supervisor and required documentation. Arrangements should comply with the placement instructions before work begins.

During and after the placement

Students maintain the required activity records, monitor their achievement of learning outcomes and work with their supervisor. After completing the placement, they submit documentation in accordance with the lecturer's instructions for assessment and recording of completion.

Career support

The Career Centre connects students and employers and provides information on placements and career development. Contact: centarkarijera@effectus.com.hr.

The project Improving Employability through Work Placements at EFFECTUS University of Applied Sciences runs from 24 June 2026 to 24 June 2028. It is co-financed by the European Social Fund Plus under the Efficient Human Resources Programme 2021–2027. The project addresses placement organisation and monitoring, career support and the digitalisation of procedures.

Work placement project

Student support and useful links

The Centre for Students and Teaching Staff provides information on admissions, administrative requirements and studying. Address: Trg J. F. Kennedyja 2, 10000 Zagreb, Croatia. Telephone: +385 (1) 611 77 77. Email: referada@effectus.com.hr.

Academic calendar and bridging course calendar

Digital Student Office

Teaching staff and associates

Institutional repository

Students requiring support or adjustments during their studies may contact the Centre for Students and Teaching Staff for referral to the appropriate service. Current contacts and notices should be checked on the official website.