

Ministry of Education and Science of Ukraine
Sumy National Agrarian University
Economics and Management Faculty
Public Management and Administration Department

Work program (syllabus) of the educational component
PROFESSIONAL INTERNSHIP

Obligatory Educational Component

Specialty	D3 Management
Educational program	Administrative Management
Level of higher education	Second (Master's) level of higher education

Developer:  Larisa KALACHEVSKA, Doctor of Economics, Professor of the Department
(last name, initials) (academic degree and title, position)

Considered, approved and ratified at a meeting of the Department of Public Management and Administration (name of the department)	protocol from <u>11</u> of May 2026_ № 19
	Head of the department  (signature) Alina BRYCHKO (last name, initials)

AGREED:

Guarantor of the educational program


(signature)

Larisa KALACHEVSKA
(first and last name)

Dean of the faculty where the educational program is implemented


(signature)

Svitlana LUKASH
(first and last name)

A review of the work program has been provided


(signature)

Alina BRYCHKO (attached)
(first and last name)


(signature)

Olena SLAVKOVA (attached)
(first and last name)

Methodologist of the Department of Educational
Quality, Licensing and Accreditation


(Signature)

Nadiya BARANIK
(first and last name)

Registered in the electronic database: date: 07.07 2026 y.

© SNAU, 2026

 Olena SLAVKOVA S.B.

Information on reviewing the work program (syllabus):

Academic year in which changes are made	The number of the annex to the work program with a description of the changes	The changes were reviewed and approved		
		Date and number of the protocol of the meeting of the department	Head of the Department	Educational program guarantor

1. GENERAL INFORMATION ABOUT THE EDUCATIONAL COMPONENT

1.	Name of EC	Professional internship
2.	Faculty/Department	Economics and Management/Department of Public Management and Administration
3.	State of EC	Obligatory
4.	Program(s) to which module is attached (<i>to be filled in for obligatory types</i>)	Educational and professional program "Administrative Management" of the second level of higher education in the specialty D3 "Management" Field of knowledge D "Business, management and law" Qualification: Master of Administrative Management
5.	Module can be suggested for (<i>to be filled in for optional types</i>)	
6.	Semester and duration of module	2nd semester, 4 weeks
7.	ECTS credits number	3 ECTS
8.	Total workload and time allotment	90 hours / 90 hours (extramural)
9.	Language of instruction	Ukrainian, English, German
10.	Lecturer/Leader of educational component	Kalachevska Larysa Ivanivna, Professor of the Department of Public Management and Administration Consultation hours – every Tuesday at 12.15, room 310, economic building
11.1	Contact information	larysa.kalachevska@snau.edu.ua
11.	Educational component description	Professional internship is the logical conclusion of all types of practice in the training of a specialist in administrative management. This is the final stage of preparing a student for the performance of qualification work and subsequent independent activity in the specialty.
12.	Educational component aim	It consists in consolidating theoretical knowledge obtained during training and acquiring practical skills necessary for the effective organization of managerial activities.
13.	Prerequisites for educational component studying, connection with other educational components of EP	The educational component is based on the disciplines: "Methodology of scientific research and maintenance of the principles of academic integrity", "Economic informatics and methods of empirical and social research", "Business management", "Analysis and control of the enterprise", "Management consulting", "Production economics", "Planning of enterprise activities"
14.	Policy of academic integrity	According to the Code of Academic Integrity of Sumy NAU, academic integrity is a set of principles and rules of conduct for participants in the educational process, aimed at forming an independent and responsible personality capable of solving problems by the educational level in compliance with the norms of law and public morality. Compliance with academic integrity by higher education applicants involves independent completion of educational tasks, tasks of current and final control, learning outcomes.

		If an applicant submits another applicant's work as his own, or uses text borrowings without proper citation (academic plagiarism), such work is canceled and re-done.
15.	Link to Moodle	https://cdn.snau.edu.ua/moodle/course/view.php?id=6009

2. LEARNING OUTCOMES BY EDUCATIONAL COMPONENT AND THEIR RELATIONSHIP WITH PROGRAM LEARNING OUTCOMES

Learning outcomes for EC (MLOs): On successful completion the educational component, the student will be able...	Program learning outcomes, PLOs (specify the number according to the numbering given in EP) ¹						How assessed
	PLO ₂	PLO ₅	PLO ₇	PLO ₁₃	PLO ₁₄	PLO ₁₆	
MLOs 1. Use appropriate analytical and methodological tools to collect and analyze necessary data, calculate economic indicators, and make well-reasoned management decisions	x	x	x	x	x	x	Survey when defending a report on professional internship and undergraduate practice
MLOs 2. Analyze the activities of the enterprise using information systems and technologies of applied scientific research in administrative management	x		x			x	Analytical work (Report on professional internship and undergraduate practice)
MLOs 3. To form the economic policy of the enterprise under study using modern methods and specialized software.	x	x		x	x		Analytical work (Report on professional internship and undergraduate practice)
MLOs 4. Write, prepare and defend a report on completing a professional internship and undergraduate practice	x	x		x	x	x	Report-presentation of a report on professional internship and undergraduate practice

PLO2. Identify problems in the organization and justify methods for solving them.

PLO5. Plan the organization's activities in strategic and tactical terms.

PLO7. Organize and implement effective communications within the team, with representatives of various professional groups and in an international context.

PLO13. Be able to plan and implement information, methodological, material, financial and personnel support for the organization (division).

PLO14. Substantiate the parameters of the enterprise's development directions, work out the economic characteristics of the ways of their implementation.

PLO16. Conduct marketing research of selected value chains using various tools.

3. CONTENT OF THE EDUCATIONAL COMPONENT (CURRICULUM PROGRAM)

Topic. List of issues to be considered within the topic	Distribution within the general time budget	Learning resources ²
Topic 1. General organizational and economic characteristics of the enterprise General information about the enterprise; organizational structure of the enterprise, determination of the type and analysis of the effectiveness of the organizational structure of the enterprise; strategic orientation and goals; direction of production and economic activity; nomenclature of main types of products/services.	10	Textbooks, manuals: 1-7 Methodological support: 1-2 Other sources: 1-10

Topic. 2. Resource provision of the enterprise - provision of financial, material and technical, labor, information and intellectual resources, the efficiency of their use.	15	
Topic 3. Enterprise administrative management system The structure of enterprise management, levels of management hierarchy, functional departments, their responsibilities and powers; administrative apparatus and distribution of management functions in the enterprise and delegation of powers; methods of measuring and assessing the effectiveness of management decisions; use of KPI (key performance indicators) to assess the performance of the enterprise; assessment of the use of information technologies for enterprise management	15	
Topic 4. Human resources and corporate communication policy: Recruitment, hiring and adaptation of new employees; motivation system and staff performance assessment; professional development system, analysis of corporate culture and teamwork; internal and external communication strategies; communication methods in the team, with clients and partners; development of corporate communication policy.	15	
Topic 5. Marketing policy of the enterprise. Assessment of demand and supply for agricultural products; study of the competitive environment; market segmentation according to various criteria (geographic, demographic, behavioral, etc.); selection of optimal sales channels (supply to supermarkets, markets, online channels, etc.); logistics and distribution of products.	10	
Topic. 6. Main economic indicators of the financial and economic activities of the enterprise Evaluation of indicators of liquidity, profitability, financial stability, turnover and profitability of the enterprise.	15	
Topic.7. External environment of the enterprise Analysis of the impact of the economic environment; political and legal environment; socio-cultural environment; technological environment; competitive environment; ecological environment.	10	
Total	90	

REQUIREMENTS FOR THE OBJECT OF PRACTICE

The objects of professional training and undergraduate practice are state institutions and organizations, enterprises of various forms of ownership and organizational and legal forms, which are legal entities and carry out one or more types of economic activity according to the State Classifier of Types of Economic Activity DK 009 - 96. Enterprises must meet modern requirements, that is, they must apply advanced forms and methods of management and organization of production, planning and economic work, logistics and marketing activities, progressive technologies of administrative management must be introduced at enterprises and institutions. The high level of professionalism of specialists of basic enterprises should ensure the possibility of assisting students in acquiring professional skills and abilities. Practical training of higher education applicants studying at SNAU is carried out by their internship at enterprises, institutions and organizations in accordance with the agreements concluded by SNAU, which provide practical training. (Detailed information is available at the link <https://eim.snau.edu.ua/studentu/praktichna-pidgotovka-studentiv/>). Sumy NAU has a significant network of enterprises (internship bases), which is constantly supplemented by new partners and updated in accordance with the terms of cooperation agreements. The database of current cooperation agreements of SNAU is <https://docs.google.com/spreadsheets/d/1vssr06tzisbgryshb5viud6vvgaehys-/edit?gid=522536613#gid=522536613>. In addition, students can independently choose a suitable

place of practice for themselves, but at the same time, the conditions that the educational institution puts forward for the enterprises that are practice bases must be met. The enterprise, where the student is doing internship, becomes the object of the student's independent applied research and his performance of qualification work based on actual data of a real organization operating in market conditions. The division of students according to the objects of practice and the appointment of managers is carried out by the department, agreed with the dean's office and the academic department, and issued by the rector's order.

4. TEACHING AND LEARNING METHODS

MLO	Teaching methods (work to be carried out by the teacher <u>during classroom classes</u> , consultations)	Teaching methods (what types of educational activities should the student <u>perform independently</u>)
MLO 1. Use appropriate analytical and methodological tools to collect and analyze the necessary data, calculate economic indicators, make reasoned management decisions	Internship briefing, explanations, counseling.	Working with educational and methodological literature
MLO 2. Analyze the activities of the enterprise using information systems and technologies of applied scientific research in administrative management	Consultations of scientific supervisors of professional internship	Completion of the professional internship program in production conditions, independent work, preparation of a report
MLO 3. Form the provisions of the economic policy of the studied enterprise using modern methods and specialized software.	Consultations of scientific supervisors of professional internship	Completion of the professional internship program in production conditions, independent work, preparation of a report
MLO 4. Write, draw up and defend a report on the completion of professional internship and undergraduate practice	Verification of reports by scientific supervisors of professional internship	Independent work, preparation of a report, reports-presentations for the report

5. EVALUATION BY THE EDUCATIONAL COMPONENT

5.1 Summative assessment

5.1.1 To assess the expected learning outcomes, the following is provided:

№	Methods of summative assessment	Points / Weight in the overall assessment	The date of compilation
1.	Preparation of documents for professional internship and undergraduate practice and instruction in occupational safety and health (practice diary)	10 points /10 %	1st week
2.	Implementation of the professional internship program. Collection of material for writing a report on the professional internship. Analysis of administrative, accounting and production documentation of the studied enterprise.	20 points /20%	during internship
3.	Implementation of the undergraduate practice program. Collection of material for completing an individual task on the selected research topic. Analysis of administrative,	20 points /20%	during internship

	accounting and production documentation of the studied enterprise.		
4.	Writing and preparation of a report on professional internship and undergraduate practice.	30 points / 30%	6th week
5.	Presentation report, participation in the Q&R session	20 points / 20%	after internship
	Total	100 points	

5.1.2 Evaluation criteria

Component	Unsatisfactory	Satisfactory	Good	Excellent
Preparation of documents for professional internship and briefing on occupational safety and health (professional internship diary)	<i>0 points</i> The diary is missing. A general negative assessment is given for the completion of professional internship and pre-diploma practice.	<i>1-7 points</i> The diary is missing. A general negative assessment is given for the completion of professional internship and pre-diploma practice.	<i>7-9 points</i> The diary is missing. A general negative assessment is given for the completion of professional internship and pre-diploma practice.	<i>10 points</i> The diary is missing. A general negative assessment is given for the completion of professional internship and pre-diploma practice.
Implementation of the professional internship program. Collection of material for writing a report on the professional internship. Analysis of administrative, accounting and production documentation of the studied enterprise.	<i>0 points</i> The higher education applicant systematically violated the established deadlines for completing tasks. The requirements for the professional internship program were not met.	<i>1-10 points</i> The higher education applicant systematically violated the established deadlines for completing tasks. The requirements for the professional internship program were not met.	<i>11-16 points</i> The higher education applicant systematically violated the established deadlines for completing tasks. The requirements for the professional internship program were not met.	<i>17-20 points</i> The higher education applicant systematically violated the established deadlines for completing tasks. The requirements for the professional internship program were not met.
Implementation of the undergraduate internship program. Collection of material for the implementation of an individual task on the selected research topic. Analysis of administrative, accounting and production documentation of the researched enterprise.	<i>0 points</i> The higher education applicant systematically violated the established deadlines for completing tasks. The requirements for the undergraduate internship program were not met.	<i>1-10 points</i> The higher education applicant systematically violated the established deadlines for completing tasks. The requirements for the undergraduate internship program were not met.	<i>11-16 points</i> The higher education applicant systematically violated the established deadlines for completing tasks. The requirements for the undergraduate internship program were not met.	<i>17-20 points</i> The higher education applicant systematically violated the established deadlines for completing tasks. The requirements for the undergraduate internship program were not met.
Writing and preparation of a report on professional internship and undergraduate internship	<i>0 points</i> The report does not meet the established requirements for	<i>1-15 points</i> The report does not meet the established requirements for	<i>16-25 points</i> The report does not meet the established requirements for	<i>26-30 points</i> The report does not meet the established requirements for

	content, does not contain proper information about the content and form of organization of activities carried out during professional internship and undergraduate practice, contains gross errors in content.	content, does not contain proper information about the content and form of organization of activities carried out during professional internship and undergraduate practice, contains gross errors in content.	content, does not contain proper information about the content and form of organization of activities carried out during professional internship and undergraduate practice, contains gross errors in content.	content, does not contain proper information about the content and form of organization of activities carried out during professional internship and undergraduate practice, contains gross errors in content.
Report-presentation of the report on professional internship and undergraduate practice	<i>0 points</i> If there is a negative characteristic of the supervisor from the practice base or the supervisor of practice from the department, a positive assessment of the practice is impossible. If the higher education applicant has not completed the program at least for one of the stages of the practice and received 0 points for the corresponding report, the points received for other reports are not taken into account, and a general negative assessment is given based on the results of the professional internship and undergraduate practice.	<i>1-10 points</i> If there is a negative characteristic of the supervisor from the practice base or the supervisor of practice from the department, a positive assessment of the practice is impossible. If the higher education applicant has not completed the program at least for one of the stages of the practice and received 0 points for the corresponding report, the points received for other reports are not taken into account, and a general negative assessment is given based on the results of the professional internship and undergraduate practice.	<i>11-16 points</i> If there is a negative characteristic of the supervisor from the practice base or the supervisor of practice from the department, a positive assessment of the practice is impossible. If the higher education applicant has not completed the program at least for one of the stages of the practice and received 0 points for the corresponding report, the points received for other reports are not taken into account, and a general negative assessment is given based on the results of the professional internship and undergraduate practice.	<i>17-20 points</i> If there is a negative characteristic of the supervisor from the practice base or the supervisor of practice from the department, a positive assessment of the practice is impossible. If the higher education applicant has not completed the program at least for one of the stages of the practice and received 0 points for the corresponding report, the points received for other reports are not taken into account, and a general negative assessment is given based on the results of the professional internship and undergraduate practice.

5.2 Formative assessment:

5.2.1 To assess current progress in learning and understand areas for further improvement,

No	Elements of Formative Assessment	Date
1	Oral feedback from supervisors of professional internships and undergraduate practice and students	During professional internship and undergraduate practice
2	Assessment of the progress of the student's professional internship and undergraduate practice by the internship supervisor	During professional internship and undergraduate practice
3	Review and discussion of the report on professional internship and undergraduate practice by the supervisor and student	After completion of professional internship and undergraduate practice

Self-assessment can be used as an element of summative assessment or formative assessment.

5.3 Total number of points for EC and rating scale

The total number of points for the educational component is 100 points.

5.3.1 The grading scale in force at the University:

The sum of points for all types of educational activities	Evaluation on a national scale		
	For an exam, course project (work), practice, qualification work	For a credit	
	90 – 100	excellent	passed
	82-89	good	
	75-81		
	69-74	satisfactory	
60-68			
35-59	not satisfactory with the possibility of retaking	not passed with the possibility of retaking	
0-34	not satisfactory with obligatory repeated study of the discipline	not passed with obligatory repeated study of the discipline	

6. EDUCATIONAL RESOURCES (LITERATURE)

Main sources

Textbooks, manuals

1. Organizational Management: Textbook / Compiled by: L.E. Dovgan, I.P. Malik, G.A. Mokhonko, M.V. Shkrobot. Kyiv: Igor Sikorsky Kyiv Polytechnic Institute, 2017, 271 p.
2. Production Management: Textbook / Butko M.P. et al. Kyiv. Center for Educational Literature. 2019. 420 p.
3. Agrarian Economics. Farmer: Basic Level: Textbook / ed. V.I. Ladyka. Kyiv: Intas, 2013. 630 p.
4. Agrarian Economics. Farmer: Professional Level: Textbook / ed. V.I. Ladyka. Sumy: University Book, 2014. 621 p.

Methodological support

1. Rules for the design of student works: methodological guidelines for teachers and students of full-time and part-time forms of study of the Faculty of Economics and Management / compiled by N.I. Strochenko, N.G. Maslak, L.O. Rybina Sumy: Sumy National Agrarian University. 2020. 36 p.
2. Kalachevska L.I., Brychko A.M., Lukash S.M., Slavkova O.P., Kharchenko T.O. Professional internship and undergraduate practice. The program and methodical recommendations for practice. For students of the specialty D3 "Management" EP "Administrative management" second (master's) level of higher education / Kalachevska L.I., Lukash S.M., Brychko A.M., Slavkova O.P., Kharchenko T.O. - Sumy, 2025. – 31 p. (Протокол №9 від 25.03.26)

Other sources

1. Kalachevska L.I., Stetsenko M.V. Marginal analysis as a business management tool: the experience of Germany. *Effective economy*. 2023. No. 10. DOI: <http://doi.org/10.32702/2307-2105.2023.10.19>
2. Kalachevska L. I., Nayda K. O. Effectiveness of personnel management of agricultural enterprises in conditions of systemic crisis. *Effective economy*. 2021. No. 10. – URL: <http://www.economy.nayka.com.ua/?op=1&z=9403> (date of access: 10/29/2021). DOI: 10.32702/2307-2105-2021.10.4
3. Kalachevska L.I. Innovative business management models in the agricultural sector: adaptation to the challenges of global markets. *Economy and Society*. 2024. No. 68. URL: No. 68 (2024): *Economy and Society* | *Economy and Society* DOI: <https://doi.org/10.32782/2524-0072/2024-68-11>
4. Koblianska, I., Kalachevska, L., Minta, S., Strochenko, N., & Lukash, S. (2021). Modelling and forecasting of potato sales prices in Ukraine. *Agricultural and Resource Economics: International Scientific E-Journal*, 7(4), 160-179. DOI: <https://doi.org/10.51599/are.2021.07.04.09>
5. Duan, Y., Shuplat, O., Matsuka, V., Lukash, S., Horbashevska, M. And Kyslova, L. (2023). Risk Management Strategy for International Investment Projects of an Innovative Enterprise in the Context of Industry 4.0. *Econ. Aff.*, 68(04): 2047-2056. DOI: 10.46852/0424-2513.4.2023.16
6. Brychko, A., Cui, X., Kharchenko, T., Tytarenko, V., & Pitel, N. (2024). Sustainable development strategies in enterprise management: Innovation and responsibility. *Journal of Management World*, 2024(4), 293-300. <https://doi.org/10.53935/jomw.v2024i4.389>
7. Brychko, A., & Bondar, A. (2024). Scientific principles of managing the strategic development of agricultural enterprises in the context of globalization processes. *Economic Space*, (189), 219-222. <https://doi.org/10.32782/2224-6282/189-39>
8. Slavkova O.P. Development of personnel management technologies in the context of the digital economy. *Intellect XXI*. 2024. Issue No. 1. P.49-56 DOI: <https://doi.org/10.32782/2415-8801/2024-1.7>
9. Lukash, S., & Konev, R. (2024). Financial support for farms in Ukraine in the context of preparation for European integration. *Economy and Society*, (68). Retrieved from <https://economyandsociety.in.ua/index.php/journal/article/view/5049> DOI: <https://doi.org/10.32782/2524-0072/2024-68-179>
10. Kalachevska L.I., Tsyganok S.O. Comparative analysis of the effectiveness of pesticide use in growing winter wheat. *Bulletin of the Sumy National Agrarian University*. 2020. Issue 2(84). P. 3-11

Additional sources

1. www.ktbl.de
2. www.minagro.gov.ua
3. <https://ima.hswt.de/en/triesdorf-en/mooc-en>
4. <https://ima.hswt.de/en/triesdorf-en/literature-en>
5. <https://www.erasmus-topas.eu/expected-results/mooc-topas>

Software

Computer programs MAX and Regio Max

REVIEW OF THE WORK PROGRAM (SYLLABUS)

The parameter by which the work program (syllabus) of the educational component is assessed by the guarantor or a member of the project team	Yes	No	Comment
The learning outcomes of the educational component (MLO) correspond to the NQF			
The learning outcomes of the educational component (MLO) correspond to the envisaged PLO (for mandatory EC)			
The learning outcomes of the educational component make it possible to measure and assess the level of their achievement			

Member of the project group of the Administrative Management Department,
Candidate of Economic Sciences, Associate Professor

Alina BRYCHKO

Parameter by which the work program (syllabus) of the educational component is evaluated by the teacher of the relevant department	Yes	No	Comment
General information about the educational component is sufficient			
The learning outcomes of the educational component (MLO) correspond to the NQF			
The learning outcomes of the educational component (MLO) make it possible to measure and assess the level of their achievement			
The learning outcomes (MLO) relate to the competences of students, not to the content of the discipline (contain knowledge, skills, abilities, and not to the topics of the curriculum of the discipline)			
The content of the EC is formed in accordance with the structural and logical scheme			
Learning activity (teaching and learning methods) allows students to achieve the expected learning outcomes (MLO)			
The educational component provides for learning through research, which is appropriate and sufficient for the appropriate level of higher education			
The assessment strategy within the educational component corresponds to the policy of the University/faculty			
The provided assessment methods allow assessing the degree of achievement of learning outcomes of the educational component			
The student workload is adequate to the volume of the educational component			
The recommended learning resources are sufficient to achieve the learning outcomes (MLO)			
Literature is relevant			
The list of learning resources contains the software products necessary to achieve MLO			

Professor of the Department of Public Management and Administration,
Doctor of Economics, Professor

Olena SLAVKOVA