

Higher Education Institution's Response

Date: 25 October,
2022

- Higher Education Institution: **Philips College**

- Town: **Nicosia**

- Programme of study
Name (Duration, ECTS, Cycle)

In Greek:

**Πτυχίο σε Επαγγελματικές Λογιστικές
Σπουδές**

In English:

**BA Professional Accountancy
(4 years, 240 ECTS, Bachelor)**

- Language(s) of instruction: **English**

- Programme's status: **New**

- Concentrations (if any):

In Greek: **1. Λογιστικά, 2.**

Χρηματοοικονομικά

In English: **1. Accountancy**

2. Finance

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The present document has been prepared within the framework of the authority and competencies of the Cyprus Agency of Quality Assurance and Accreditation in Higher Education, according to the provisions of the “Quality Assurance and Accreditation of Higher Education and the Establishment and Operation of an Agency on Related Matters Laws” of 2015 to 2021 [L.136(I)/2015 – L.132(I)/2021].

A. GUIDELINES ON CONTENT AND STRUCTURE OF THE REPORT

- *The Higher Education Institution (HEI) based on the External Evaluation Committee's (EEC's) evaluation report (Doc.300.1.1 or 300.1.1/1 or 300.1.1/2 or 300.1.1/3 or 300.1.1/4) must justify whether actions have been taken in improving the quality of the programme of study in each assessment area. The answers' documentation should be brief and accurate and supported by the relevant documentation. Referral to annexes should be made only when necessary.*
- *In particular, under each assessment area and by using the 2nd column of each table, the HEI must respond on the following:*
 - *the areas of improvement and recommendations of the EEC*
 - *the conclusions and final remarks noted by the EEC*
- *The institution should respond to the EEC comments, in the designated area next each comment. The comments of the EEC should be copied from the EEC report **without any interference** in the content.*
- *In case of annexes, those should be attached and sent on separate document(s). Each document should be in *.pdf format and named as annex1, annex2, etc.*

1. Study programme and study programme's design and development

(ESG 1.1, 1.2, 1.7, 1.8, 1.9)

Comment: EXTERNAL EVALUATION COMMITTEE

Strengths

The EEC believes that the proposed programme is satisfactory...

The programme has some important strengths:

1. It offers a wide range of modules that cover the expected areas sufficiently. These provide the necessary background knowledge and skills students will require, in order to secure jobs in related fields and professions to accounting and finance.
2. Assessment is in line with expectations and international standards, featuring both exams and coursework for each module. These are operationalised within the framework set by the Cyprus Ministry of Education with regards to assessment.
3. The faculty members teaching on this programme are qualified individuals with relevant academic and professional expertise, as well as sufficient years of teaching experience in line with the expectations of the programme.
4. There are several qualified visiting and adjunct professors, entailing successful professionals from the accounting, finance, banking, and insurance professions.
5. An elaborate quality assurance system is in place.
6. The management, the faculty and the administrative staff are committed to the planning, revisiting, and development of the programme and its constituents.
7. There are strong ties with the local society, the related professions, and the business sector.
8. The forms for feedback and evaluation of the programme and teaching quality are in line with the common practice and international standards, ensuring to involve the students of the programme.
9. A scholarship system has been set up, according to the strategy of the PC with aims for a comprehensive review of the structure of annual fees entailing discounts for students.

10. There is a commitment by the PC to recruit new faculty but support the continuous training of the existing faculty.

11. The recent establishment of the Philips University, as a new legal entity oriented towards research-intensive academic programmes, could benefit the programmes of the PC as well.

12. The programme aims to meet the subject benchmark requirements for a variety of internationally recognised accounting accreditations, i.e., the Institute for Chartered Accountants in England and Wales (ICAEW), the Association of Chartered Certified Accountants (ACCA), and the Certified Practising Accountant (CPA) association in Australia. Upon initiation of the proposed BA programme, the graduates applying for a qualification at one of these professional accounting bodies will be eligible to gain exemptions from relevant exams at foundation level.

Answer: THE PHILIPS COLLEGE

The Philips College is greatly satisfied with the EEC positive comment that “**The EEC believes that the proposed programme is satisfactory...**”. In addition, the College happily accepts the **twelve (12)** positive comments as stated by the EEC under the title “**STRENGTHS**”.

Areas of improvement and recommendations by EEC	<u>Actions Taken by the Institution</u>	For official use Only
<p>With respect to the programme’s objectives, it would be useful to see that this proposed BA programme in PC is sufficiently different to the corresponding programme currently running in the Philips University... The EEC recommends that the public information and programme advertisement strategy for the programme in PC should be clear and substantially different from that of the respective programme at the University. At the moment, the essential differences in the websites of the two programmes in the two institution are not necessarily discernible.</p>	<p>The proposed BA Professional Accountancy with the following two streams is sufficiently different to the corresponding programme currently running at the Philips University which is a generalist programme without any specialization. The proposed programme with the two streams, satisfy the specific needs of the Cypriot, Greek and other societies. It is a specialist programme and is structured so as to offer students the opportunity to acquire a solid professional education in accountancy followed by a more in-depth training in any one stream of their choice:</p> <ul style="list-style-type: none"> • The Accountancy Stream <p>The Accountancy Stream facilitates the development of professional capabilities, technical knowledge, skills, ethics and attitudes appropriate for the modern environment in which accountants practice.</p> <p>There is a strong focus on the international Accounting Education Standards Board (IAESB), standards for professional education in the accountancy profession. ACF-319 Ethics in Accounting and Finance, ACF-433 Sustainability Accounting and Integrated Reporting plus ACF-447 Environmental Risk Management are essential components, and yet the Stream aims to meet the</p>	<p>Choose an item.</p>

	<p>accreditation requirements for maximum exemptions from examinations of a number of prominent international professional accountancy bodies, such as the Institute of Chartered Accountants in England and Wales, the CPA Australia, the CPA Ireland, and others. The intended learning outcomes are consistent with the International Education Standards (IESs)</p> <ul style="list-style-type: none"> • Finance Stream <p>The Finance stream provides students with the knowledge to advise on risk management and strategy along with the traditional finance skills associated with accountancy. The qualification furnishes students with the financial management skills and knowledge that are needed to progress to senior boards level positions.</p>	
<p>The EEC recommends revisiting and revising the title of the BA programme, in a way that emphasizes a more specialist orientation. Suitable titles could involve BAcc Accountancy, or BA Professional Accountancy, inter alia. The 12 PC could consider providing specialist pathways to the programme, via the routes of electives offered in the last two year. For example, there could finance, banking, insurance, or sustainability pathways via the elective modules in the last two year. In that way, a graduate of the programme could emphasize in their career skills that they have graduated with a BA Accountancy, with finance, or Accountancy, with Banking, etc.</p>	<p>The Philips College following the recommendations of the EEC, for the evaluation of the BA in Accounting and Finance programme and taking cognizance the specific needs of a modern economy like Cyprus, and putting the best use the human material of the College has taken immediate actions and was granted the approval of the Academic Committee of the College for the revising of the title BA in Accounting and Finance into BAcc Accountancy, with two streams that of:</p> <ul style="list-style-type: none"> • Professional Accountancy • Finance <p>As regards the recommendation of the EEC to introduce a new stream for banking, we wish to note that that there is</p>	<p>Choose an item.</p>

	no demand for banking courses in Cyprus and Greece, due to the fact that banking institutions continue to dismiss hundreds of employees under the redundancy law.	
<p>The EEC recommends that the ILOs of each of the modules offered is to be mapped to the overall programme ILOs... The progression from one semester to the next and the interconnection among the core modules might be clear, however what is not clear is the link between the electives chosen from one semester to the core or elective modules of the next ones. A clearer mapping as to how students' progress through the programme (e.g., from the early introductory modules to the later more advanced ones) would be useful.</p>	<p>All the core modules offered are mapped to the overall programme of ILOs and have prerequisites, so students cannot proceed to their studies without satisfying prerequisites of the modules, while the elective subjects satisfy the general requirements of the programme and are independent from the core modules.</p>	
<p>The EEC notes that many elective modules are offered throughout the programme, which do not cover accounting and finance (for example marketing, etc.). The EEC proposes: These courses and any core courses should not be joint courses with other programmes of study and especially from Philips University programme.</p>	<p>As stated above, the elective subjects are classified as general educational requirements. They are different from the elective modules of the Philips University.</p> <p>Furthermore, the programme of study reflected the four purposes of higher education of the European Council:</p> <ul style="list-style-type: none"> • preparation for sustainable employment • personal development • preparation for life as active citizens in democratic societies • development and maintenance, through teaching, learning and research, of a broad, advanced knowledge base. 	

Sustainability ought to be considered carefully in the highly dynamic and evolving domain of accounting and finance. Accounting practices and policies are continuously in development worldwide, and therefore a structural revision of the programme (in content), its content and its policies, should be considered frequently by the senior management of the PC. A rationale in the structure of the programme is needed. Following the previous suggestion, a more rational and linked structure of modules (core vs electives) with the international modern practice (particularly in accounting) would benefit the programme.

“Sustainability means meeting the needs of the present generation without compromising the ability of future generations”. The issue of sustainability is a problem faced by the world economy and attracts the attention of various parties.

Sustainability is a hot topic today due to the increasing awareness of climate inequality, among other pressure issues.

Accounting continues to move towards an evolution that harmonizes

with nature. A phenomenon in development of accounting knowledge is the generalization of accounting principles and concepts from the traditional financial domain to sustainability domain.

Sustainability accounting is an emerging field of accounting. **“It permits the computation of income for a nation by taking into account the economic damage and depletion in the natural resources base of an economy”.**

Environmental accountants review environmental costs of various business and government activities. These accountants also calculate the cost of environmental regulation.

In light of the above, and taking into consideration that a growing number of organizations see the need to develop

	<p>and implement management systems for social responsibility, due to increased regulatory requirements and demands from various stakeholders, the Philips College has already introduced in its programme BAcc Accountancy, the modules ACF-433 Sustainability Accounting & Integrated Reporting, and ACF-447 Environmental Risk Management, in order to enrich its course and to differentiate its studies from other institutions. This module provides a comprehensive overview of existing multidisciplinary knowledge in Corporate Sustainability Accounting.</p>	
<p>Some revisions in the curriculum can be made. For example, the module on 'big data' is typically called 'Data Analytics' as the term 'big data' has grown somewhat out of fashion... it is strongly encouraged to embed sustainability in the programme 13 given that the International Sustainability Standard Requirements are coming into force soon across the European Union and beyond.</p>	<p>We have already revised and changed the titles of the module "Big Data" into "Data Analytics".</p> <p>As stated above Sustainability Accounting has already embedded in the programme BA Professional Accountancy.</p>	

<p>In terms of course labelling and conceptual clarity, it is bit odd in the current structure that there are courses labelled as foundations in finance, following a first year with an introduction to finance. More specific thematic titles can be considered for the finance courses of year 2, e.g., corporate finance, financial markets and financial institutions, etc. Moreover, the finance component of the programme can further be strengthened with electives in banking, insurance, household finance, behavioural finance, etc.</p>	<p>The suitable new titles of the modules of Finance are:</p> <ul style="list-style-type: none"> • Corporate Finance I, and • Corporate Finance II <p>In addition, the Finance Stream has strengthened through the introduction of the new modules.</p> <ul style="list-style-type: none"> • ACF-331 Principles of Risk Management and Insurance • ACF-442 Contemporary Issues in Accounting and Finance 	
<p>There would be a need for the PC to have a dedicated office going beyond mere career service to support the internship offering. It must be ensured that any likely imbalances between students who are successful in securing an internship and those who are not are to be avoided.</p>	<p>The College has restructured the Career Office, so that to include in its functions the coordination and support of internships in collaboration with the respective Program Coordinator.</p>	
<p>The EEC suggests revising the syllabi. The EEC recommends that a dual structure entailing a professional pathway is considered. The first component/pathway could have the internship structure at its core as a professional pathway. The second pathway could be built around finance specialisation, insurance, banking, and/or sustainability, based on courses. This latter programme structure would require the design of e.g., sustainable accounting courses for supporting the learning of advanced topics. It would also need to consider a dissertation requirement in the last year, following a course in research methods/data analytics.</p>	<p>Following the recommendation of the EEC, the Philips College has already revised the syllabi and introduced in the programme two new streams:</p> <ul style="list-style-type: none"> • The Accountancy Stream, and • The Finance Stream <p>In both streams the modules: Internship, Research Methods, and Data Analytics plus Dissertation, can be found in the new structure of the programme.</p>	
<p>There is a noticeable gap between what the syllabus (of the majority of courses) is aiming for and what the students can do or the PC can offer in terms of facilities and access. To give an example, some modules</p>	<p>Both the academic staff and students are aware of the requirements of each subject and both the libraries (The Consortium of Cyprus Libraries and the</p>	

<p>recommend highly ranked journals (e.g., Journal of Finance) as core reading material. However, noting that the requirement appeared in some 1st or 2nd year modules, the EEC finds that that gap between requirements and offering could be bridged either by revisiting some related course requirements or by ensuring that the subscriptions to all requested journals are in place. Alternatively, the related curriculum could consider suggesting replications of empirical papers with data and software (i.e. excel) in order to see in practice how to replicate a methodology.</p>	<p>Library of the National and Kapodistrian University of Athens) are at the disposal of the students for their requirements of journals and software.</p>	
<p>The EEC believes that the programme should provide additional computer skills in relation to accounting using a variety of different tools, from advanced Excel features to even more sophisticated software in the area of data science and data visualisation. It should also be ensured that access to some of the most popular and essential data sources, e.g., Datastream/Eikon, Wharton Research Data Services (WRDS), inter alia, is in place to offer students the possibility to work with data in practical, but also research-oriented, applications.</p>	<p>The Library plus the IT computer skills in relation to accounting, and software in the area of data science and some of the most popular science and data visualization can be used by Philips students via the collaboration with the National and Kapodistrian University of Athens.</p> <p>In addition, the IT modules CST-110 Computer Systems and Internet Technology, CST-127 Data Visualization, CST-114 Accounting Information Systems, CST-214 Information Systems and CST-422 Advanced Information Systems have already enriched the new programme BA Professional Accountancy.</p>	

2. Student – centred learning, teaching and assessment

(ESG 1.3)

Comment: EXTERNAL EVALUATION COMMITTEE

Strengths

1. **Overall, the programme compares favourably with relevant programmes offered in Cyprus and internationally.** The EEC believes that the suggestions provided in this report can help the programme to be more competitive in the local market.

2. **The EEC feels that the programme is managed well by the staff in charge and there are no inappropriate non-academic interventions.** The programme supports a friendly environment between students and teaching/ administrative staff.

3. The students interviewed by the Committee **highlighted are satisfied with the quality of the programmes** they are attending and completing, noting that the programme under review is not running at the time of the evaluation.

4. The programme documentation and guidelines demonstrate **constructive alignment between the intended learning outcomes which the students need to achieve** and the methods of assessment that are employed in the programme.

5. The PC is offering the support infrastructure required for students in need and those with special skills and disabilities.

Answer: The Philips College

The Philips College is highly satisfied with the above findings of the EEC.

Areas of improvement and recommendations by EEC	<u>Actions Taken by the Institution</u>	For official use Only
<p>The EEC suggests considering increasing - where possible - the amount of practical training in collaboration with the business/industry or professional sector, small companies or relevant stakeholders in Cyprus... Since the connection of PC with the local society and business sector is strong, there needs to be a clear strategy by the PC that ensures no exclusions will arise when it comes to have professional experience or internships at the core of the programme.</p>	<p>As already indicated above, the College has restructured the Career Office, and it included in its functions the coordination and support of internships in collaboration with the respective Program Coordinator. A major step taken, is that all students, regardless of country of origin, equally participate in the internship program and placement of Philips either through the Professional Accounting Stream and the Finance Stream.</p> <p>In addition, we have already provided internship for two semesters instead of one, as per the structure of the new programme BA Professional Accountancy.</p>	<p>Choose an item.</p>
<p>The EEC recommends developing student mentoring and continuous staff feedback mechanisms further. Interaction between course coordinators, tutors and students needs to be planned in advance with the necessary follow-up mechanisms.</p>	<p>The College has made mandatory a module's (course's) and instructor's evaluation (quantitative and qualitative) by students delivered at the end of each semester. These evaluations are reviewed by both the Program Coordinators and the Instructors, and further action is taken accordingly.</p> <p>Faculty evaluations by students and peers, as well as faculty self-assessment are essential components of Quality Assurance processes in general, and the Self-Assessment Report (SAR).</p>	<p>Choose an item.</p>

	<p>We support and inspire so that all colleagues achieve their goals and ambitions in teaching, research and contribution to the community in the various policies of the College and via a staff development plan. It is therefore required by Philips College that contribution to the community, besides teaching and research, is an essential part of the faculty work at the College, and certainly, together with teaching and research, administration and ethos are major criteria for the evaluation and promotion of faculty members.</p>	
<p>The EEC suggests to further support the assistance and effective communication with students regarding career paths related to the programme, particularly with international students.</p>	<p>The College provides students with special career decisions. The College relies on the student advisers to remain informed on career options and to be able to discuss with students their concerns and provide advice as appropriate. When needed the College commission the services of external organizations to advise students on job search and strategies, resume preparations, interviewing and other job placement activities.</p>	<p>Choose an item.</p>

3. Teaching staff

(ESG 1.5)

Comment: EXTERNAL EVALUATION COMMITTEE

Strengths

1. Overall, the programme compares favourably with relevant programmes offered in Cyprus and internationally. The EEC believes that the suggestions provided in this report can help the programme to be more competitive in the local market.
2. The EEC feels that the programme is managed well by the staff in charge and there are no inappropriate non-academic interventions. The programme supports a friendly environment between students and teaching/ administrative staff.
3. The students interviewed by the Committee highlighted are satisfied with the quality of the programmes they are attending and completing, noting that the programme under review is not running at the time of the evaluation.
4. The programme documentation and guidelines demonstrate constructive alignment between the intended learning outcomes which the students need to achieve and the methods of assessment that are employed in the programme.
5. The PC is offering the support infrastructure required for students in need and those with special skills and disabilities.
6. The teaching staff also has research activities which enrich their teaching portfolios in terms of case studies and real-life examples
7. The intended staff workload appears reasonably balanced.

Answer: The Philips College

The Philips College happily accepts the very positive findings of the EEC as stated above.

Areas of improvement and recommendations by EEC	<u>Actions Taken by the Institution</u>	For official use Only
The EEC finds that there could be a broader activity menu leading to course completion and programme enrichment. This would also lead to a more intensive course development by the teaching staff as well as to the enrichment of the course with case studies and	The College has put into effect a comprehensive faculty training program, which consists of the following:	Choose an item.

professional development tools. This could be reflected in the course ILOs in clear mapping with the programme ILOs.

1. Publish of a comprehensive Faculty Handbook.
2. Orientation sessions for newly hired faculty members.
3. Implementation of a Faculty Mentors Program, by which older faculty members are assigned as Mentors to new faculty members for advising and consultations on a continuous basis.
4. Periodic offerings of training programs to all members of the teaching staff on pedagogical, research and other faculty-related matters.

In addition, the Philips College, in response to this recommendation of the EEC, has revised its relevant policy and processes, incorporating among others Quality Assurance processes comparable to those applied in operational programs of study (see above). It encourages and expects that the development of new programs is a critical component to the growth of the Institution. The genesis of new ideas can come from multiple sources, including faculty members, administrators, and Program Leaders, and is accompanied by consultations with the College's stakeholders such as teaching and administration staff, students, employers and trade unions. After initial discussions, faculty and/or administrators, under the guidance of the Program Leaders from where the new program (if approved) will ultimately be administratively housed, develop the following formal documents: a full Feasibility Study, and a Statement of Activities. Through shared governance, College administrators and Faculty, will then review those documents.

	<p>Faculty evaluations by students and peers, as well faculty self-assessment are essential components Quality Assurance processes in general, and the Self-Assessment Report (SAR).</p> <p>We support and inspire so that all colleagues achieve their goals and ambitions in teaching, research and contribution to the community in the various policies of the College and via a staff development plan. It is therefore required by Philips College that contribution to the community, besides teaching and research, is an essential part of the faculty work at the College, and certainly, together with teaching and research, is a major criterion for the evaluation and promotion of faculty members.</p>	
<p>The programme leaders should make an effort to draw upon staff suggestions on course development in a way that reflects their professional and academic expertise, along with the dynamic needs of a continuously growing environment. The current proposal reflects a traditional accountancy degree, but lacks in the specialisations and pathways offered by a programme that has a professional orientation and related pathways</p>	<p>The Philips College, in response to this recommendation of the EEC, has revised its relevant policy and processes on course development, incorporating among others Quality Assurance processes comparable to those applied in operational programs of study (see above). It encourages and expects that the development of new programs is a critical component to the growth of the Institution. The genesis of new ideas can come from multiple sources, including faculty members, administrators, and Program Leaders, and is accompanied by consultations with the College's stakeholders such as teaching and administration staff, students, employers and trade unions. After initial discussions, faculty and/or administrators, under the guidance of the Program Leaders from where the new program (if approved) will ultimately be administratively housed, develop the following formal documents: a full Feasibility Study, and</p>	<p>Choose an item.</p>

a Statement of Activities. Through shared governance, College administrators and Faculty, will then review those documents.

Feasibility Study

The Feasibility Study is a core component of involved Quality Assurance. It requires detailed information in each section and includes supporting documentation of evidence. Information not available or not included must be explained in the body of the Feasibility Study. The Course Development Team is responsible for guiding the study through the process of review, including consultations with the College's stakeholders. This is a critical part of the processes for the course development team, in coordination with the Course Leaders, to seek input and feedback, and make revisions and adjustments throughout the course of the study.

While new course proposals normally arise as part of the implementation phase strategic planning process of Faculty, such proposals may also emerge as a response to changing circumstances or emerging needs.

No constraints will be put on the sources from which new course proposals can originate. The concept for a new course may evolve from a variety of sources, internal or external such as academic staff, department, faculty of the College management, commercial or industrial partners etc.

In order to develop a new course, a Course Development Team is established by the

	<p>Course Leader. This team consists of members of academic staff competent to work in the area under investigation. The team should be mindful of the benefits of seeking the input of other staff, within or externally from the Department, who may be able to advise or assist in the process. If required, individuals from within or without the College whose expertise would be of benefit in advancing the planning and development of the proposed course can also be assigned to the team. A team leader will be designated at the earliest opportunity.</p> <p>The Course Leader forwards the completed document to the Academic Committee. It is the responsibility of the Department and the Faculty to ensure that the proposed new course is compatible with the faculty's strategic planning and/or that it responds to a changing circumstance or an emerging need which is appropriate for the school to address.</p>	
<p>It would be beneficial to the programme's orientation to have a distinction between staff in research & teaching (R&T) posts, and staff in learning, teaching, and scholarship (LTS) posts.</p>	<p>This suggestion is accepted, being applied in the course of implementation of the program of study.</p> <p>The Philips College is committed to research excellence and to the rigorous pursuit of new knowledge. As such it is committed to maintaining the highest standards of scholarly and scientific integrity in its research. It expects all researchers to work to these standards. Thinking and talking about nowadays' research needs the understanding right from the start that research is not a prerogative of the academic world. High quality advanced research is carried out in many companies and already this urges the</p>	<p>Choose an item.</p>

	<p>cooperation between enterprises and institutions of Higher Education towards a mutual benefit.</p> <p>It is fully recognised that there cannot be any complete teaching process in programs of study leading to academic degrees without research. To this end, the College requires that faculty members, not only include their own research and other recent research developments in their teaching, but also require from students to take courses on research methods, and include research in their term papers and in their final projects/theses.</p> <p>In addition, faculty members, when feasible, involve students in their funded nationally or internationally research projects.</p>	
<p>The programme itself would benefit from a programme manager (general tutor) who would monitor the delivery of grades, assessments, communication with students, as well as urgent upgrades of material, syllabi, and related issues</p>	<p>These tasks are incorporated in the duties and responsibilities of the Head of the Department as stated in the Faculty Handbook.</p>	<p>Choose an item.</p>

4. Student admission, progression, recognition and certification

(ESG 1.4)

Comment: EXTERNAL EVALUATION COMMITTEE

Strengths

1. The Philips College is professionally and internationally oriented, and has a good reputation and focus on the student experience. Its reputation is acknowledged internationally in the countries with current students and alumni (e.g., Nepal, Bangladesh, inter alia).
2. There is a very good admission and administrative team in place.
3. The students are adequately supported in the context of their modules for the programme they follow.
4. There is an evaluation process in place for the provision of feedback by students on the learning experience. There is student representation on the quality assurance process. This makes it possible for students to voice their concerns in a constructive manner during the ongoing programme and course development.
5. The infrastructure is suitable for students with special skills and disabilities.
6. The PC has the processes in place for encouraging diversity of all types, and the student body is internationally diverse.

Answer: The Philips College

The Philips College appreciates the “Compliant” rating in all sub-areas in this section.

The EEC indicated that there are no additional areas of improvement or recommendations apart of those raised in previous sections, which the College has implemented and has provided explanations.

5. Learning resources and student support

(ESG 1.6)

Comment: EXTERNAL EVALUATION COMMITTEE

Strengths

1. Both faculty and students noted they were provided with adequate resources to perform what is expected of them. Indeed, the students appear quite satisfied with the services they receive in terms of the lounge, the library and the College overall.
2. There is access to electronic journals and books via the library. There are provisions for inter-library loans and access with libraries in Cyprus and abroad (i.e., via the collaboration with the National and Kapodistrian University of Athens).

Answer: The Philips College

The Philips College appreciates the “Compliant” rating in all subdivisions in this section.

As for the recommendation by the EEC concerning subscriptions to databases and updated bibliography that are suitable for accounting and finance research for students and research-active staff, these recommendations have already been handled by the Director of the MIS and the Librarian of Philips University with which the College co-operates.

The requested data bases and journals can be found at the Library of the National and Kapodistrian University of Athens and the Consortium of Cypriot Libraries with which the Philips College cooperates.

6. Additional for doctoral programmes

(ALL ESG)

N/A

7. Eligibility (Joint programme)

(ALL ESG)

N/A

B. CONCLUSIONS AND FINAL REMARKS

The Philips College appreciates the professional and constructive handling of the external evaluation committee of this program of study by the EEC, and has already accepted and fully implemented all its recommendations.

The College also truly appreciates Mrs Emily Alexanrdidou role as a Coordinator for the evaluation process.

C. HIGHER EDUCATION INSTITUTION ACADEMIC REPRESENTATIVES

<i>Name</i>	<i>Position</i>	<i>Signature</i>
Constantinou Philippos, CPA	Chairperson, Principal	
Raptis Thanasis, PhD	Representative, Academic Staff	
Kounadeas Theodoros, PhD	Representative, Academic Staff	
Bourletidis Konstantinos (PhD cand)	Ex-member Internal Evaluation Committee, Kapodistrian University	
Constantinou Soteris, MSc	Director of MIS, Representative of Administrative Staff	

Date: 25 October, 2022



THE PHILIPS COLLEGE

**The BA
PROFESSIONAL ACCOUNTANCY**

The BA Professional Accountancy

Introduction

A four-year (or an eight-semester) full-time course of study leading to the award of BAcc Accountancy.

Accountancy qualifications are primarily designed to help business community meet its obligations to keep accurate accounting records and make sound financial decisions. The authors recognised that academic courses offered at the Philips College should prepare students to meet the practical needs of industry and the professions.

Purpose and Objectives

The BA Professional Accountancy programme is designed to equip students with the necessary in-depth knowledge across fields of expertise in accounting, business and finance and to develop professional skills in analysis and critical thinking, problem-solving and professional judgement.

The programme aims to provide:

- quality education at first degree level in accounting, finance and related disciplines;
- an opportunity to obtain knowledge and expertise in accounting and finance which will underwrite a student's professional progress;

The programme also aims to develop in students:

- an understanding of the concepts and analytical skills needed to study, report and analyse business activities effectively;
- a capacity for clear thought, critical appraisal and sought judgement in evaluating accounting situations and problems.

Underlying Philosophy

The programme aims to provide education and training in the functional disciplines of accounting and finance to first honours degree level, and in addition, to offer a curriculum that maps to the Cyprus Agency and Accreditation in Higher Education (CYQAA) academic benchmarks and yet satisfies the accreditation requirements of a number of prominent Chartered Accountancy Bodies, for examination and exemption purposes. Success in this degree can afford significant exemptions:

This challenging programme provides many career opportunities besides the accounting profession.

The programme with the following two streams, satisfy the specific needs of the Cypriot, Greek and other societies. It is a **specialist** programme and is structured so as to offer students the opportunity to acquire a solid professional education in accountancy followed by a more-depth training in any one stream of their choice:

- **The Accountancy Stream**

The Accountancy Stream facilitates the development of professional capabilities, technical knowledge, skills, ethics and attitudes appropriate for the modern environment in which accountants practice.

There is a strong focus on International Accounting Standards (IASs) and International Reporting Standards (IFRSs). **Ethics in Accounting and Finance, Sustainability Accounting plus Environmental Risk Management** are essential components, and yet the stream aims to meet the accreditation requirements for maximum exemptions from examinations of a number of internationally prominent professional examination accountancy bodies. **The intended learning outcomes** are consisted **with the International Education Standards (IESs)**.

This challenging programme of study will help graduates to become qualified accountants or start work in a finance-related career or proceed for postgraduate study and research.

- **The Finance Stream**

The Finance Stream provides students with the knowledge to advise on risk management and strategy along with the traditional finance skills associated with accountancy. It covers the financial and capital requirements of organisation, investment decisions, valuation, international aspects of finance and working capital management

The qualification furnishes students with the financial management skills and knowledge that are needed to progress to senior boards level positions.

Internship Placement

The Philips College has a recognised tradition of providing high quality internship opportunities for learners on a range of programmes with an applied or professional remit. This is evidenced by our experience delivering of the BA in Business Studies, and the BA in Public Relations.

The internship placement within the programme of the BA Professional Accountancy gives practical experience to the core mission of the Philips College, namely, to produce ethical practitioners and responsible learners who understand and can apply the level of professional attributes and behaviour required of them throughout their programme of study.

Internship placement also builds on Philips relationship with public professional accountancy bodies or in Finance departments of large corporations and responds to relevant reports, policies and regulatory initiatives. The objective of internship is to support learners to develop the relevant knowledge, skills and competencies in preparation for the professional working environment in their chosen field.

Career and Opportunities

Accountants are needed in good times and bad and they are needed in every type of business. This means that graduates can apply their skills in any sector that are passionate about, from manufacturing to sports entertainment or the arts.

Our graduates go on to work in the areas of professional accountancy, investment banking, investment analysis, management, consultancy and financial management, but also in the public sector as well as into further academic study.

Intended Learning Outcomes

Upon completion of the programme, graduates should be able to:

- understand basic principles and concepts underpinning accounting and related practices in organisations and can discuss the conceptual rationale that provides the basis for those practices.
- understand the role of accounting and related practices with the financial and governance context of organisation.
- know and can execute basic recording and measurement techniques relevant to accounting management and assurance.
- are able to apply relevant regulation and standards in accounting, auditing, law and taxation.
- can critically evaluate current issues and developments relevant to accounting, finance and related practice.

- know and can execute recording and measurement techniques relevant to accounting, finance, management and assurance.
- are able to analyse financial information and interpret it for the purposes of supporting decision making.

ANNEXES

ANNEX 1

LIST OF COMPULSORY AND ELECTIVE COURSES

ANNEX 1

LIST OF COMPULSORY AND ELECTIVE COURSES
BA Professional Accountancy

FIRST YEAR

SEMESTER 1

CORE	ECTS (25)
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ACF-110	Accounting and Finance I	5
BSM-110	Economics I	5
BSM-112	Business Law I	5
CST-115	Quant. Methods for Acc. & Finance I	5
CST-110	Computer Systems and Internet Technology	5

ELECTIVES	(5)
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One from:

PRL-235	Language Skills in Practice I	5
PSY-112	Introduction to Social Psychology	5

SEMESTER 2

CORE	(25)
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ACF-120	Accounting and Finance II	5
BSM-111	Theory and Practice of Management I	5
BSM-120	Economics II	5
BSM-122	Business Law II	5
CST-125	Quant. Methods for Acc. & Finance II	5

ELECTIVES	(5)
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One from:

PRL-245	Language Skills in Practice II	5
CST-126	Fundamentals for Technological Changes	5

SECOND YEAR**SEMESTER 3****CORE** **ECTS**
(25)

ACF-211	Financial Accounting I	5
ACF-215	Company Law I	5
ACF-314	Management Accounting I	5
ACF-315	Corporate Finance I	5
CST-124	Accounting Information Systems	5

ELECTIVES**One from:** **(5)**

BSM-121	Theory and Practice of Management II	5
BSM-210	Managerial Economics I	5

SEMESTER 4**CORE** **(25)**

ACF-221	Financial Accounting II	5
ACF-225	Company Law II	5
ACF-324	Management Accounting II	5
CST-127	Data Visualization	5
ACF-325	Corporate Finance II	5

ELECTIVES**One from:** **(5)**

BSM-220	Managerial Economics II	5
BIM-230	Organizational Behaviour	5

THIRD YEAR

SEMESTER 5

General / Core		ECTS (20)
ACF-313	Advanced Financial Accounting I	5
ACF-319	Ethics in Accounting and Finance	5
ACF-330	Financial Institutions and Instruments	5
PRL-352	Research Methods	5
(i) The Accountancy Stream		
Electives	Either:	(10)
ACF-345	The Accountancy Internship I	10
	Or	
	The following TWO:	(10)
ACF-336	Auditing I	5
ACF-337	Taxation I	5
(ii) The Finance Stream		
Electives	Either:	(10)
ACF-355	The Finance Internship I	10
	Or	
	The following TWO:	(10)
ACF-331	Principles of Risk Management and Insurance	5
BSM-410	The Dynamics of Cyprus Economy	5

SEMESTER 6

General / Core		ECTS (20)
ACF-323	Advanced Financial Accounting II	5
ACF-329	Corporate Governance	5
ACF-432	Data Analytics	5
ACF-433	Sustainability Accounting and Integrated Reporting	5
(i) The Accountancy Stream		
Electives	Either:	(10)
ACF-365	The Accountancy Internship II	10
	Or	
	The following TWO:	(10)
ACF-346	Auditing II	5
ACF-347	Taxation II	5
(ii) The Finance Stream		
Electives	Either:	(10)
ACF-375	The Finance Internship II	10
	Or	
	The following TWO:	(10)
CIS-232	Operations Research	5
PSY-227	Work and Organisational Psychology	5

FOURTH YEAR

SEMESTER 7

General / Core		ECTS (20)
ACF-415	International Finance	5
ACF-434	Advanced Management Accounting	5
ACF-436	Risk Management in Financial Services	5
ACF-439	Company Financial Reporting	5
(i) The Accountancy Stream		
Electives	Either:	(10)
ACF-450	Accountancy Dissertation I	10
	Or	
	The following TWO:	(10)
ACF-442	Contemporary Issues in Accounting and Finance	5
CST-333	Management Science	5
(ii) The Finance Stream		
Electives	Either:	(10)
ACF-460	Finance Dissertation I	10
	Or	
	The following TWO:	(10)
ACF-442	Contemporary Issues in Accounting and Finance	5
PSY-421	Work Psychology and Career Success	5

SEMESTER 8

General / Core		ECTS (20)
ACF-435	Security Investment Analysis	5
ACF-437	Advanced Corporate Finance	5
ACF-448	International Accounting	5
CST-422	Advanced Information Systems	5
(i) The Accountancy Stream		
Electives	Either:	(10)
ACF-451	Accountancy Dissertation II	10
	Or	
	The following TWO:	(10)
ACF-447	Environmental Risk Management	5
ACF-449	Forensic Accounting	5
(ii) The Finance Stream		
Electives	Either:	(10)
ACF-461	Finance Dissertation II	10
	Or	
	The following TWO:	(10)
ACF-425	Financial Derivatives	5
ACF-447	Environmental Risk Management	5

ANNEX 2

COURSE DESCRIPTION

ANNEX 2 – COURSE DESCRIPTION

Course Title	ACCOUNTING AND FINANCE I				
Course Code	ACF-110				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	1 / One				
Teacher's Name	Eleftheria Ireiotou				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To provide students with a broad understanding of introductory financial accounting, a thorough grounding in double-entry bookkeeping and the preparation of financial statements for different types of entities. It serves to provide students a solid foundation in financial accounting and reporting.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ describe the nature, uses and purposes of financial accounting and outline both the conceptual and regulatory frameworks that govern the preparation and reporting of financial information; ▪ explain the accounting equation and its link with financial statements and reporting of financial information; ▪ describe the key concepts and conventions that underlie financial accounting; ▪ describe and apply the transactions recording process from source documents to financial statements via the books of prime entry, ledgers and trial balance; ▪ explain the nature and purposes of control accounts and apply appropriate correcting techniques for errors and omissions; ▪ explain and apply the recognition and measurement principles relating to: non-current assets (including depreciation), inventories (and cost of sales) and other current assets and liabilities (including receivables and bad debts, prepayments and accruals, etc.) and non-current liabilities and equity in accordance with IFRSs; ▪ explain the characteristics of a sole trader vis-à-vis a company; and prepare financial statements for both forms of entities in accordance with IFRSs; 				
Prerequisites	None		Required		

Course Content	<p>The framework of accounting.</p> <p>The accounting equation, concepts and conventions.</p> <p>The transactions recording process, trial balance and basic financial statements.</p> <p>Control accounts, errors and omissions.</p> <p>Non-current assets and depreciation.</p> <p>Inventories and cost of sales.</p> <p>Other current assets and liabilities.</p> <p>Non-current liabilities and equity.</p> <p>Preparation of financial statements for sole traders and limited companies.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Sangster, Alan. <i>Frank Wood's Business Accounting</i>, Vol 1., Pearson Education, latest edition.</p> <p>Walter, T. H, Horngren, C. T., et al. <i>Financial Accounting</i>. Global edition, Pearson Education, latest edition.</p> <p>ebook: Weetman, P. <i>Financial Accounting: An Introduction</i>. Pearson Education, latest edition.</p> <p>ACCA, <i>Foundations in Accountancy, Financial Accounting (FFA/FA)</i>, BPP Learning Media, ISBN 97815097175 2, latest edition.</p> <p>Recommended Journals:</p> <p>Journal of Accounting Research.</p> <p>The British Accounting Review.</p> <p>Journal of Accounting and Economics.</p> <p>International Journal of Accounting.</p> <p>Useful websites:</p> <p>www.ifrs.org/ issued standards/list-of-standards</p> <p>www.pwc.com: IFRS overview 2017.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Code	ACCOUNTING AND FINANCE II			
Course Title	ACF-120			
Course Type	Compulsory			
Level	Undergraduate			
Year / Semester	1 / Two			
Teacher's Name	Eleftheria Ireiotou			
ECTS	5	Lectures / week	3	Laboratories / week
Course Purpose and Objectives	<p>To develop students' knowledge and understanding both theoretical and practical of:</p> <ul style="list-style-type: none"> • the framework of regulations which influence financial reporting practice; • theoretical approaches offered as guides to financial reporting; • group accounting; • accounting techniques and methods adopted in practice; • providing a foundation for subsequent finance courses. 			
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ explain and apply basic theoretical ideas about financial reporting including its role in a framework of governance and accountability and the measurement of income and value; ▪ describe the principal elements in the regulatory structure applying to financial statements and how this structure has developed over time; ▪ describe and evaluate the components of conceptual frameworks for accounting; ▪ analyse the way in which theory, practice and rules apply to specific reporting issues of controversy and regulation in recent years; ▪ apply the International Accounting Standards Board's (IASB) conceptual framework for financial reporting; ▪ prepare and present financial statements from accounting data for single entities, whether organised in corporate or in other forms, in conformity with IFRS; ▪ have a basic knowledge and understanding of the theoretical framework of finance. 			
Prerequisites	ACF-110	Required		

Course Content	<p><i>Preparation of financial statements:</i> for sole traders, partnerships, incorporated enterprises and simple groups in line with accounting concepts and conventions;</p> <p>Analysis of external reports and appraisal of financial performance through the calculation and interpretation of basic ratios;</p> <p><i>Constitutional Characteristics:</i> an outline of the accounting features of partnerships and limited liability companies;</p> <p>The regulatory influence of company law and accounting standards; items in formats for public accounts;</p> <p>Introduction to Corporate Finance.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Sangster, Alan. <i>Frank Wood's Business Accounting</i>. Vol 2., Pearson Education, latest edition.</p> <p>Sangster, Alan. <i>Frank Wood's Business Accounting</i>, Vol 1., Pearson Education, latest edition.</p> <p>Elliot, B. & Elliot, J. <i>Financial Accounting and Reporting</i>, Pearson Education, latest edition.</p> <p>Walter, T. H, Horngren, C. T., et al. <i>Financial Accounting</i>. Global edition, Pearson Education, latest edition.</p> <p>Berk, J., DeMarzo, P., and Harford, J. <i>Fundamentals of Corporate Finance</i>, 4th Global ed, Pearson Education.</p> <p>ACCA, <i>Foundations in Accountancy, Financial Accounting (FFA/FA)</i>, BPP Learning Media, latest edition.</p> <p>Recommended Journals:</p> <p>Journal of Accounting Research.</p> <p>The British Accounting Review.</p> <p>Journal of Finance.</p> <p>International Journal of Accounting.</p> <p>Useful websites:</p> <p>www.ifrs.org/ issued standards/list-of-standards</p> <p>www.pwc.com: IFRS overview 2017</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of

	topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	FINANCIAL ACCOUNTING I				
Course Code	ACF-211				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	2 / Three				
Teacher's Name	Poutos Evangelos				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To develop the ability of students to understand and analyse critically the current theoretical, legal and institutional influences which regulate the preparation of financial statements.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ prepare financial statements of sole traders, partnerships, consignments, joint ventures, branches, hire purchase etc; ▪ describe the principal statements in the regulatory applying to financial statements and how this structure has developed over time; ▪ be conversant with developments currently affecting Cyprus and UK financial policies; ▪ interpret financial reports. 				
Prerequisites	ACF-120	Required			
Course Content	<p><i>The theoretical framework of Accounting:</i> a critical appraisal of accounting principles and the usefulness of financial statements; the objectives of published financial statements and the assumed needs of their several users.</p> <p><i>Theory and related application:</i> the development and application of accounting theory in relation to depreciation; goodwill; stock valuation; research and development; cash flow accounting; accounting values in conditions of changing price levels; statements of added value.</p> <p><i>The Legal Framework:</i> The framework established to ensure the quality of financial reporting through legal and professional structure of regulations and financial auditing.</p>				

	<i>Financial Reporting Standards as applied worldwide and in Cyprus. The additional requirements of the Stock Exchange in the U.K. and Cyprus imposed upon all companies which seek a quotation.</i>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>eBook: Weetman, P. <i>Financial Accounting: An Introduction</i>. Pearson Education, latest edition.</p> <p>Atrill, P. and McLaney E. <i>Financial Accounting for Decision Makers</i>, Pearson Education, latest edition.</p> <p>Elliot, B. & Elliot, J. <i>Financial Accounting and Reporting</i>, Pearson Education, latest edition.</p> <p>Walter, T. H, Horngren, C. T., et al. <i>Financial Accounting</i>. Global edition, Pearson Education, latest edition.</p> <p>ACCA, <i>Financial Reporting</i>, BPP Learning Media, latest edition.</p> <p>Recommended Journals: Journal of Accounting Research. Review of Accounting Studies. Accounting Review.</p> <p>Useful websites:</p> <p>www.ifrs.org/ issued standards/list-of-standards</p> <p>www.pwc.com: IFRS overview 2017</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	COMPANY LAW I				
Course Code	ACF-215				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	2 / Three				
Teacher's Name	Alexios Constantinou				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To provide students with a comprehensive account of company law so as to familiarize them with the company as a business medium. The course examines the formation, regulation and management of companies.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ acquire knowledge and understanding of the topics covered in the syllabus; ▪ apply their knowledge of company law to concrete situations; ▪ identify the legal issues arising out of hypothetical problem questions and to recognise and formulate the arguments that might be made by the parties concerned; ▪ demonstrate that they have acquired a contextual framework in which to understand past and future developments in company law. 				
Prerequisites	BSM-112, BSM-122	Required			
Course Content	<p><i>Nature and formation of companies:</i> The nature of a company; corporate personality; the corporate veil; classification of companies; formation of registered companies; the articles of association; the ultra vires doctrine.</p> <p><i>Corporate power and its regulation:</i> the distribution and regulation of power in a company; company general meetings; company officers; the distribution of power within the company.</p> <p><i>The management of a company:</i> directors' duties; controlling self-dealing by directors; shareholder remedies and reform.</p> <p><i>The European Union Dimension:</i> English Company Law, Cypriot and the European Union.</p>				
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.				

Bibliography	<p>Recommended Reading:</p> <p>Reisberg, A., and Donovan, A., <i>Pettet, L. & Reisberg's Company Law</i>, Pearson Education, latest edition.</p> <p>eBook: Wild, C., and Weinstein, S., <i>Smith and Keenan's Company Law</i>, Pearson Education, latest edition.</p> <p>AIA, Foundation Level, <i>LAW</i>, BPP Learning Media, latest edition.</p> <p>Recommended Journals:</p> <p>Oxford Journal of Legal Studies. European Journal of International Law. Modern Law Review. Cambridge Law Review.</p> <p>Useful websites:</p> <p>www.cyprusbarassociation.org – Cyprus Bar Association. https://cypruscompanyformation.com.cy – Cyprus Legal System.</p>
Assessment	<p>70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).</p>
Language	<p>English</p>

Course Title	FINANCIAL ACCOUNTING II				
Course Code	ACF-221				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	2 / Four				
Teacher's Name	Evangelos Poutos				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To develop the study of accounting theory and practice relative to the provision of financial information to external users within institutional and legal constraints in accordance with current international standards.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ prepare the financial statements of companies and groups of companies in accordance with current international standards; ▪ understand the methods of accounting for business combination; ▪ analyse and interpret financial statements and prepare accounting information for management control and decision making. 				
Prerequisites	ACF-211	Required			
Course Content	<p><i>Accounting for reconstructions:</i> implications of changes in capital structures, redemption of capital.</p> <p><i>Group accounts:</i> the accounting treatment for organisations with branches and subsidiary companies overseas. Conversion and translation of foreign currency transactions and statements into the reporting currency.</p> <p>The provisions of IAS 21 in relation to foreign currencies.</p> <p>Statement of Cash Flows preparation (IAS 7).</p> <p>The basic principles of taxation, simple tax computations and reporting the effects of taxation in the financial statements of limited companies. The requirements and provisions of IAS 12 and considerations relevant to taxation matters.</p> <p>Deferred tax: recognition and measurement of deferred tax assets and deferred tax liabilities in detail including the accounting for tax losses and the tax effect of regulation of assets.</p>				

	<p>Agency relationship and theories: agency theory – potential conflicts of interest. An agency cost – the types of agency costs involved in monitoring the activities of an agent.</p> <p>International Accounting reporting developments. Differences in reporting between countries. Harmonisation of financial reporting. Specific problem areas in international accounting reporting.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Atrill, P. and McLaney E. <i>Financial Accounting for Decision Makers</i>, Pearson Education, latest edition.</p> <p>Elliot, B. & Elliot, J. <i>Financial Accounting and Reporting</i>, Pearson Education, latest edition.</p> <p>eBook: Weetman, P. <i>Financial Accounting: An Introduction</i>. Pearson Education, latest edition.</p> <p>Walter, T. H, Horngren, C. T., et al. <i>Financial Accounting</i>. Global edition, Pearson Education, latest edition.</p> <p>Recommended Journals: Journal of Accounting Research. Review of Accounting Studies Accounting Review.</p> <p>Useful websites: www.ifrs.org/ issued standards/list-of-standards www.pwc.com/ IFRS overview 2017</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	COMPANY LAW II				
Course Code	ACF-225				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	2 / Four				
Teacher's Name	Alexios Constantinou				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To broaden students' knowledge in relation to the administration of limited liability companies and to provide them with knowledge in respect of the financial structure of companies, its implications and legal provisions.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ demonstrate that they have acquired thorough knowledge of the topics covered in the syllabus; ▪ recognise and advise on disputes between members of a company; ▪ identify companies in financial distress and advise on the culpability of management; ▪ advise creditors and prospective investors accordingly; ▪ undertake basic directed legal research. 				
Prerequisites	ACF-215	Required			
Course Content	<p><i>Financial structure and membership:</i> the financing of companies; share capital; share capital alteration; classes of shares and class rights; loan capital.</p> <p><i>Structural problems and change:</i> Group of companies; takeovers and mergers.</p> <p><i>Company collapse:</i> Corporate failure; receivers and administrative receivers; Administration orders and voluntary arrangements.</p> <p><i>Winding up:</i> Types of winding up; insolvency; the liquidator; dissolution of the company; distribution of assets.</p> <p><i>The international dimension:</i> The growth and regulation of multinationals; classification and legal structure, Regulation. European Community legislation and its impact on domestic legislation.</p>				
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.				

Bibliography	<p>Recommended Reading:</p> <p>Reisberg, A., and Donovan, A., <i>Pettet, L. & Reisberg's Company Law</i>, Pearson Education, latest edition.</p> <p>eBook: Wild, C., and Weinstein, S., <i>Smith and Keenan's Company Law</i>, Pearson Education, latest edition.</p> <p>Worthington, Sarah., <i>Sealey & Worthington's Text, Cases and Materials in Company Law</i>, Oxford College Press.</p> <p>Morano-Foadi, S., and Neller, J., <i>Fairhurst's Law of the European Union</i>, Pearson Education, latest edition.</p> <p>Recommended Journals:</p> <p>Oxford Journal of Legal Studies European Journal of International Law Modern Law Review Cambridge Law Review</p> <p>Useful websites:</p> <p>www.cyprusbarassociation.org – Cyprus Bar Association. https://cypruscompanyformation.com.cy – Cyprus Legal System.</p>
Assessment	<p>70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).</p>
Language	<p>English</p>

Course Title	ADVANCED FINANCIAL ACCOUNTING I				
Course Code	ACF-313				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	3 / Five				
Teacher's Name	Pavlos Pavlou				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	<p>To develop students' knowledge and understanding, both theoretical and practical of:</p> <ul style="list-style-type: none"> ▪ the framework of regulations which influence financial reporting practice; ▪ theoretical approaches which have been offered as guides to financial group accounting, ▪ accounting techniques and methods adopted in practice. 				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ prepare a set of consolidated company accounts in accordance with the requirements of the Companies Act 2006, appropriate accounting standards and other applicable regulations ▪ demonstrate a critical understanding of the regulatory framework with specific reference to group accounting and the application of accounting concepts in accounting for groups ▪ evaluate accounting practice with particular reference to capital maintenance theory, asset valuation, and disclosure and the expression of substance over form ▪ demonstrate understanding of the problems of measuring and maintaining capital where price levels are changing. ▪ discuss and evaluate recent developments and emerging issues in financial reporting 				
Prerequisites	ACF-221	Required			
Course Content	<p><i>Accounting for reconstructions:</i> implications of changes in capital structures, redemption of capital.</p> <p><i>Group accounts:</i> principles of consolidation and valuation problems, using the merger and acquisition methods (and IFRS 3 Business Combinations); group accounting as required by IFRS 10 Consolidated Financial Statements. Accounting for associated companies (IAS 28 Investments in Associates); the accounting treatment for organisations with branches and subsidiary companies at home and overseas. (IAS 27 Consolidated and Separate Financial Statements); disclosures in accordance with IFRS 12</p>				

	<p>Disclosure of Interests in Other Entities are also covered; preparation and presentation of consolidated financial statements is discussed with emphasis on pre-acquisition equity, intergroup transactions and non-controlling interests.</p> <p>Asset valuation and income measurement; an evaluation of accounting models.</p> <p>Reporting value added.</p> <p>An identification of the problems posed by changing price levels and proposals for dealing with them.</p> <p>Income and value measurement concepts; Economic and Accounting concepts of capital maintenance and income measurement in conditions of price level changes and inflation.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Atrill, P. and McLaney E. <i>Financial Accounting for Decision Makers</i>, Pearson Education, latest edition.</p> <p>Elliot, B. & Elliot, J. <i>Financial Accounting and Reporting</i>, Pearson Education, latest edition.</p> <p>eBook: Weetman, P. <i>Financial Accounting: An Introduction</i>. Pearson Education, latest edition.</p> <p>Walter, T. H, Horngren, C. T., et al. <i>Financial Accounting</i>. Global edition, Pearson Education, latest edition.</p> <p>Recommended Journals:</p> <p>Journal of Accounting Research.</p> <p>Review of Accounting Studies</p> <p>Contemporary Accounting Research.</p> <p>Accounting Review.</p> <p>European Accounting Review.</p> <p>Useful websites:</p> <p>www.ifrs.org/ issued standards/list-of-standards</p> <p>www.pwc.com/ IFRS overview 2017</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	MANAGEMENT ACCOUNTING I				
Course Code	ACF-314				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	2 / Three				
Teacher's Name	Andreas Georgantopoulos				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To introduce students to the techniques used for cost determination and to give them an introductory understanding of the needs and techniques of planning and control.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ understand the nature, purpose and scope of management accounting; ▪ design and develop a costing system; ▪ show detailed understanding of fundamental costing principles, method and techniques; ▪ prove understanding of budgetary control; ▪ apply management accounting techniques in practical management situations. 				
Prerequisites	ACF-120	Required			
Course Content	<p><i>Cost Classification and Behaviour:</i> Examining the importance of Cost Behaviour in relation to business decision making; factors influencing cost behaviour; use of variable and fixed costs to estimate costs and break-even points under CVP analysis.</p> <p><i>Overhead allocation and absorption:</i> Overhead analysis sheets and calculation of under/over-absorbed overheads.</p> <p><i>Costing Systems:</i> Job-Order and Process Costing in service and manufacturing businesses, using traditional and Activity Based Costing for cost estimation.</p> <p><i>Introduction to Marginal Costing:</i> definition of marginal costing and its application; Contribution theory; Comparison with absorption costing and effects in profitability.</p>				

	<p><i>Introduction to Budgeting and Budgetary Control</i>: the nature of budgets and the functions of budgetary control, including the purpose of budgeting, the nature of the control processes and a consequent outline appreciation of the elementary principles and process of flexible budgeting; organisation: budget centres; budget periods; budget committee; budget officer; budget manual.</p> <p><i>Formulation and establishment of budgets, including the problems of constructing such budgets</i>: key factor considerations; the preparation of master, functional and cash budgets.</p> <p>Calculation of mark-ups and margins.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>eBook: Drury C., <i>Management & Cost Accounting</i>: student manual, Cengage EMEA, latest edition.</p> <p>Atrill, P., and McLaney, E., <i>Management Accounting for Decision Makers</i>, Pearson, latest edition</p> <p>Bhimani, A., Datar, S. M., Horngren C. T., and Rajan M. V., <i>Management and Cost Accounting with MyLab Accounting</i>, Pearson, latest edition</p> <p>Recommended Journals: Management Accounting Research. Management Accounting Quartely</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	CORPORATE FINANCE I				
Course Code	ACF-315				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	2 / Three				
Teacher's Name	Evangelos Poutos				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To provide a thorough grounding in finance concepts. How to interpret financial information and commentaries, and consider how to take account of finance in decisions that need to be made. The objectives of the course are to provide an understanding of the NPV decision making rule and how NPV calculations can be modified in the face of such factors as inflation and taxation.				
Learning Outcomes	<p>By the end of this course students should be able to:</p> <ul style="list-style-type: none"> ▪ understand the way in which assets can be valued; ▪ understand the core theoretical models of modern finance; ▪ distinguish between assumptions and implications of the theoretical models introduced; ▪ understand and implement the NPV decision rule considering factors such as inflation, taxation, risk, replacement, capital rationing; 				
Prerequisites	ACF-121, CST-125	Required			
Course Content	<p><i>Investment decisions:</i> investment and the capital budgeting process, relevant cash flows, payback flows, return on capital employed.</p> <p><i>Investment appraisal using DCF methods:</i> Discounted cash flow techniques, the net present value method, the internal rate of return method, NPV and IRR compared, assessment of DCF methods of project appraisal.</p> <p><i>Allowing for inflation and taxation:</i> Allowing for inflation and taxation, NPV layout.</p> <p><i>Project appraisal and risk:</i> Risk and uncertainty, Sensitivity analysis, Probability analysis, other techniques for dealing with risk and uncertainty.</p> <p><i>Specific investment decisions:</i> Lease or Buy, Asset replacement decisions, Capital rationing.</p>				

Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Berk, J., DeMarzo, P., and Harford, J. <i>Fundamentals of Corporate Finance</i>, 4th Global ed, Pearson Education.</p> <p>Berk, J., & DeMarzo, P., <i>Corporate Finance</i>, 4th Global ed., latest edition.</p> <p>Pike, Richard., Neal, Bill., et al. <i>Corporate Finance and Investments: Decisions and Strategies</i>, 9th ed, Pearson Education, latest edition.</p> <p>ACCA Study Text <i>Financial Management</i>, BPP Learning Media.</p> <p>Recommended Journals:</p> <p>Journal of Finance.</p> <p>Journal of Business & Accounting.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	ETHICS IN ACCOUNTING AND FINANCE				
Course Code	ACF – 319				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	3 / Five				
Teacher's Name	Adonis Constantinides				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	Promoting awareness of the ethical responsibility for people pursuing a career in accounting or those who work in accounting and finance related roles, thereby enabling them to identify and evaluate critically the role played by the accountancy profession in maintaining ethical standards.				
Learning Outcomes	<p>On completion of this module, students should be able to:</p> <ul style="list-style-type: none"> ▪ understand principles of ethical working and apply them to practical aspects of accounting and finance decision making; ▪ identify and analyse, using different ethical perspectives, the ethical dimensions that arise in connection with aspect of business and public practices particularly relevant to accounting and finance; ▪ understand when and how to take appropriate action following suspected breaches of ethical codes; ▪ understand the ethical responsibility of the finance professional in promoting sustainability; ▪ identify the strategic, leadership and global issues impacting accountants and the accounting profession. 				
Prerequisites	None	Required			
Course Content	<p>Ethics Expectations.</p> <p>Ethics & Governance Scandals.</p> <p>Philosophers' Contributions.</p> <p>Practical Ethical Decision Making.</p> <p>Corporate Ethical Governance & Accountability.</p> <p>Professional Accounting in the Public Interest.</p>				

	<p>Managing Ethics Risks & Opportunities.</p> <p>Subprime Lending Fiasco -- Ethics Issues</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p><i>The 2018 International Code of Ethics for Professional Accountants</i>, including International Independence Standards, which is effective as of June 2019.</p> <p>Brooks, L., and Dunn, P. <i>Business and Professional Ethics for Directors, Executive, and Accountants</i>, 8th ed., CENGAGE, latest edition.</p> <p>Mintz, S. & Morris, M., <i>Ethical obligations and Decision- Making in Accounting Text and Cases</i>, McGraw-Hill Education, latest edition.</p> <p>IESBA The International Ethics Standard Board for Accountants</p> <p>Recommended Journals:</p> <p>Review of Financial Studies.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	ADVANCED FINANCIAL ACCOUNTING II				
Course Code	ACF-323				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	3 / Six				
Teacher's Name	Pavlos Pavlou				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To enhance students' understanding of contemporary issues in financial reporting and regulation from an international perspective.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ describe the causes of accounting diversity as well as reasons for, and critiques of, the pursuit of accounting harmonization/convergence in a global arena; ▪ critique the achievements and problems associated with processes of international accounting and auditing standard setting and levels of compliance and enforcement; ▪ describe and critique the contemporary international financial architecture/infrastructure, including the roles of national and international professional bodies, large multinational accounting/audit firms and regulators; ▪ describe the pertinence of political, economic, social and environmental factors and considerations to the on-going development of and innovation in international financial accounting and auditing practice; ▪ show a good understanding of the main differences between measurement bases and their impact upon financial statement analyses; ▪ show a good understanding of key accounting concepts, techniques and developments in the international corporate arena, including, for example, consolidated accounting, fair value accounting, segmental and sustainability reporting. 				
Prerequisites	ACF-313	Required			

<p>Course Content</p>	<p>Analysis of a range of contemporary corporate reporting techniques developments, initiatives, debates and controversies.</p> <p>Consideration of the nature of and shifts in regulatory regimes associated with corporate reporting in an international context.</p> <p>Consideration of corporate responsibilities and public interest commitments of the Accounting Profession and its regulators.</p> <p>Consideration of the overall standing of corporate reporting practice, including the usefulness and value of corporate reports for a range of stakeholders and the scope for innovation and development.</p> <p>Given the contemporary nature of the course, students will also be expected to make good use of the internet in keeping up to date with current developments in the topics covered on the course.</p>
<p>Teaching Methodology</p>	<p>A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.</p>
<p>Bibliography</p>	<p>Recommended Reading:</p> <p>Beams, F. A., and Anthony, J. H., <i>Advanced Accounting</i>, Global ed, Pearson Education, latest edition.</p> <p>Atrill, P. and McLaney E. <i>Financial Accounting for Decision Makers</i>, Pearson Education, latest edition.</p> <p>Elliot, B. & Elliot, J. <i>Financial Accounting and Reporting</i>, Pearson Education, latest edition.</p> <p>Walter, T. H, Horngren, C. T., et al. <i>Financial Accounting</i>. Global edition, Pearson Education, latest edition.</p> <p>ACCA- <i>Financial Reporting-International Stream</i>.Paper F7 INT. Kaplan Publishing, London, UK.</p> <p>Recommended Journals:</p> <p>Journal of Accounting Research. Review of Accounting Studies Contemporary Accounting Research. Accounting Review. European Accounting Review</p> <p>Useful websites:</p> <p>www.ifrs.org/ issued standards/list-of-standards www.pwc.com/: IFRS overview 2017</p>

	http://www.ifac.org/
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	MANAGEMENT ACCOUNTING II			
Course Code	ACF-324			
Course Type	Compulsory			
Level	Undergraduate			
Year / Semester	2 / Four			
Teacher's Name	Andreas Georgantopoulos			
ECTS	5	Lectures / week	3	Laboratories / week
Course Purpose and Objectives	To develop the ability of students to prepare and analyse accounting data for management policy determination, for short-term decision-making and for the assessment of organisational performance.			
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ develop sound analytical and critical abilities and be able to evaluate accounting techniques assessing the weaknesses and strengths in implementation; ▪ work in small groups on projects involving planning, research, evaluation of data and report writing; ▪ gain detailed knowledge of the principles and practice of cost accumulation systems; ▪ understand comprehensively the role of accounting information in planning and control; ▪ understand comprehensively the role of accounting information in decision-making and performance evaluation; ▪ demonstrate that they are aware of current development and newly evolving practices in management accounting. 			
Prerequisites	ACF-314	Required		
Course Content	<p><i>Standard Costing and Variance Analysis:</i> the application of standard costing; purposes of standard costing; operating standards; procedures and documentation; the causes, interrelationship and calculation of standard absorption cost variances; variance analysis statements; ledger entries; reconciliations of budgeted and actual profit.</p> <p>Costs for decision-making.</p>			

	<p><i>The application of marginal costing:</i> contribution concepts; the construction of linear break-even and profit volume charts including the effects of changes in selling prices and costs.</p> <p>Information for decision-making.</p> <p>Elements of decision-making; role of management accounting; limitations of absorption costing; cost concepts and decisions; use, meaning and measurement of relevant costs; incremental and marginal costs; marginal contribution; meaning of opportunity costs; optimisation with limiting factors; idle capacity.</p> <p>Applications of decision-making; adoption of new products; product mix; alternative methods of manufacture; discontinuation of product lines; make or buy; sell or process further; shutdown and temporary closure.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>eBook: Drury C., <i>Management & Cost Accounting</i>: student manual, Cengage EMEA, latest edition.</p> <p>Atrill, P., and McLaney, E., <i>Management Accounting for Decision Makers</i>, Pearson, latest edition.</p> <p>Bhimani, A., Datar, S. M., Horngren C. T., and Rajan M. V., <i>Management and Cost Accounting with MyLab Accounting</i>, Pearson, latest edition.</p> <p>Recommended Journals: Management Accounting Research. Management Accounting Quartely.</p> <p>Useful websites: The Chartered Institute of Management Accountants http://www.cimaglobal.com/ The Institute of Management Accountants http://www.imanet.org/</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	CORPORATE FINANCE II				
Course Code	ACF-325				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	2 / Four				
Teacher's Name	Evangelos Poutos				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To cover the implications and empirical evidence relating to the efficient market hypothesis, capital structure and the cost of capital in a taxation environment, interaction of investment and financing decisions, dividends and dividend valuation models.				
Learning Outcomes	<p>By the end of the course, students should be able to:</p> <ul style="list-style-type: none"> ▪ understand the effects of the corporate financing decision (the use of debt and equity) on the value of the firm under different scenarios; ▪ understand the impact of dividend payments on the value of the firm; ▪ understand the various theories and the most important of these the efficient market hypothesis for how markets take into account new information; ▪ understand the objectives and role of working capital management; 				
Prerequisites	ACF-315	Required			
Course Content	<p><i>Sources of Finance:</i> Short-term, Long-term, Venture capital, Equity finance and preference shares.</p> <p><i>Dividend policy:</i> internal sources of finance, Dividend policy.</p> <p><i>The cost of capital:</i> cost of capital, Dividend growth model, Capital asset pricing model (CAPM), cost of debt, Weighted average cost of capital (WACC).</p> <p><i>Gearing and Capital Structure:</i> gearing, Effect on shareholder wealth, Finance for small and medium-sized entities.</p> <p><i>Capital Structure:</i> Capital Structure theories, Impact of cost of capital on investments.</p> <p>Market efficiency.</p> <p><i>Working capital:</i> objectives of working capital, role, cash operating cycle, liquidity ratios.</p>				

Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Berk, J., & DeMarzo, P., <i>Corporate Finance</i>, 4th Global ed., latest edition.</p> <p>Berk, J., DeMarzo, P., and Harford, J. <i>Fundamentals of Corporate Finance</i>, Global ed, Pearson Education latest edition.</p> <p>Pike, Richard., Neal, Bill., et al. <i>Corporate Finance and Investments: Decisions and Strategies</i>, Pearson Education, latest edition.</p> <p>ACCA Study Text <i>Financial Management</i>, BPP Learning Media, latest edition.</p> <p>Recommended Journals:</p> <p>Journal of Finance.</p> <p>Journal of Business Finance & Economics.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	CORPORATE GOVERNANCE			
Course Code	ACF-329			
Course Type	Compulsory			
Level	Undergraduate			
Year / Semester	3 / Six			
Teacher's Name	Panagiotis Barkas			
ECTS	5	Lectures / week	3	Laboratories / week
Course Purpose and Objectives	<p>To introduce students to corporate governance, outlining the legal and institutional context in which firms are governed and the development of international corporate governance codes.</p> <p>The main objectives are:</p> <ul style="list-style-type: none"> • to study corporate governance in its economic, political and legal context; • to analyse different intellectual positions about the ownership and control of corporations; • to consider comparative international models of corporate governance; • to introduce policy positions and debates about better governance. 			
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ set the governance in legal, political and institutional context; ▪ understand policy developments, international convergences and differences in governance; ▪ distinguish different perspectives on corporate governance and understand their assumptions about key actors, motives and mechanisms; ▪ comment on current policy issues, discuss the limits of governance and consider governance issues into a wider social arena. 			
Prerequisites		Required		
Course Content	<p><i>Principles:</i> Governance and management, Theories and philosophies of corporate governance, partnership of investors, companies and directors, the regulatory framework, models of corporate governance.</p> <p><i>Policies:</i> Functions of the board, the governance of corporate risk, corporate social responsibility and sustainability, the governance of listed companies, the governance of private companies and other corporate entities, corporate governance around the word.</p>			

	<p>Practices: Directors' appointment, roles and remuneration, corporate governance in practice, building better boards, reviewing directors and boards, the future of Corporate Governance.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Tricker, R. I. <i>Corporate Governance: Principles, Policies and Practices</i>, 3rd ed., Oxford College Press, latest edition.</p> <p>Mallin, C., <i>Corporate Governance</i>, OUP, 2019.</p> <p>Solomon, J. <i>Corporate Governance and Accountability</i>, Wiley, latest edition.</p> <p>Goergen, M. <i>Corporate Governance: A Global Perspective</i>, Andover: Cengage EMEA, latest edition.</p> <p><u>Recommended Journals:</u></p> <p>Review of Financial Studies.</p> <p><i>Corporate Governance: An international Review</i>, Vol 27 (issue 3 May 2019)</p> <p><i>Corporate Governance: An international Review</i>, Vol 27 (issue 5 September 2019)</p> <p>www.oecd.org The organization for Economic Cooperation and Development (OECD), <i>Corporate Governance Factbook 2019</i>, June 2019.</p> <p>www.frc.org.uk UK Corporate Governance Code</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	FINANCIAL MARKETS AND INSTITUTIONS				
Course Code	ACF-330				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	3 / Five				
Teacher's Name	George Voulgaris				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To encourage students to analyze the role of regulation within financial markets; to develop students' ability to evaluate academic literature relating to financial markets.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ knowledge of the way in which financial systems operate; ▪ an understanding of the functions of financial institutions and financial markets; ▪ knowledge and understanding of key issues in derivative securities and markets particularly as regards their role in hedging, speculation and arbitrage; ▪ an understanding of the importance of unethical conduct in financial markets and the role of regulation. 				
Prerequisites	ACF-315	Required			
Course Content	<p>Overview of the financial system.</p> <p>Types of financial intermediaries.</p> <p>The banking industry.</p> <p>Mutual Funds and Hedge Funds.</p> <p>Financial regulation.</p> <p>Central banks and the conduct of monetary policy.</p> <p>Money markets.</p> <p>Bond markets.</p> <p>Foreign Exchange markets.</p>				

	<p>Introduction to derivative markets and financial risk management.</p> <p>Introduction to options markets.</p> <p>Properties of options.</p> <p>Trading strategies and hedging positions.</p> <p>Forward and futures markets.</p> <p>Swap markets.</p> <p>Securitisation and its role in the 2008 financial crisis.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Glen, A., <i>Modern Financial Markets & Institutions: a practical perspective</i>, Financial Times Press, latest edition.</p> <p>Saunders, A., and Cornett, M. M. <i>Financial Markets and Institutions</i>, McGraw-Hill Education, latest edition.</p> <p>Mishkin, F. S., and Eakins, S. G. <i>Financial Markets and Institutions</i>, global ed., Pearson Education, latest edition.</p> <p><i>Introduction to Securities and Investment</i>, CISI Workbook, The Chartered Institute for Securities and Investment, latest edition.</p> <p>Recommended Journals:</p> <p>Journal of International Financial Markets, Institutions and Money.</p> <p>Financial Markets, Institutions & Instruments.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	PRINCIPLES OF RISK MANAGEMENT AND INSURANCE			
Course Code	ACF-331			
Course Type	Elective			
Level	Undergraduate			
Year / Semester	3 / Five			
Teacher's Name	TBA			
ECTS	5	Lectures / week	3	Laboratories / week
Course Purpose and Objectives	Develops the concept of insurable risk and its identification; uses the insurance in financial planning to deal with risk; analysis of property, liability, life, medical and disability insurance policies; employee benefit plans; business applications of life and disability insurance. Meets 3 Of the 18 units of course work to satisfy the educational requirements to sit for the Certified Financial Planner (CFP) exam.			
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> ▪ Identify and explain the concept of insurable risk and the methods of avoiding, reducing or eliminating risk including the use of insurance. ▪ Explain the legal and regulatory aspects of insurance. ▪ Provide an overview of the taxation of annuities in life, medical and disability insurance. ▪ Explain the use of employee benefits programs and business applications of individual life and disability insurance. ▪ Interpret the criteria that may be used to evaluate and select insurance companies and agencies. ▪ Explain the role of insurance in the overall financial planning process. 			
Prerequisites	ACF-315, ACF-325	Required		
Course Content	<ul style="list-style-type: none"> • Understanding Risk • Legal and Regulatory Aspects of Insurance • The Property and Liability Insurance Policies • The Law of Negligence and Proposals for Tort Reform • Review of the Major Home Owner's Policies, Federal Flood Plans, State Fair Plans • Automobile Insurance • Fundamentals of Life Insurance Types of Life Insurance and Annuities 			

	<ul style="list-style-type: none"> • Life Insurance Contractual Provisions • Buying Life Insurance Taxation of Insurance Products • Business Uses of Life Insurance • Individual Health Insurance • Types of Insurers and Insurance Marketing Systems • Insurance Company Operations • Insurance Pricing • Selecting Insurance Companies and Agencies • Long-term Care • Analysis of Risk and Retention
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Principles of Risk Management and Insurance, latest Edition, George E Redja, Addison Wesley.</p> <p>The Tools and Techniques of Life Insurance Planning, Stephen R. Leiberg, National Underwriter latest edition.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	AUDITING I				
Course Code	ACF-336				
Course Type	Elective				
Level	Undergraduate				
Year / Semester	3 / Five				
Teacher's Name	Petros Ioannides				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To provide students with an introduction to the nature of businesses, the environment in which they operate, the role of accounting in professional practice. The main objective is to introduce students to the fundamental principles of audit and assurance; to develop students' understanding of the audit process.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ acquire understanding of the nature and purpose of an audit and the role of the auditor; ▪ appreciate the legal framework, auditing standards, and ethical procedures relevant to the auditor; ▪ understand the formulation of the auditors' opinion; ▪ plan, control and record the stages of the audit; ▪ understand the contents and concepts of the audit report including the ability to draft qualifications and / or explanatory paragraphs. 				
Prerequisites	ACF-211 and ACF-221	Required			
Course Content	<p>The Development of Auditing and its Objectives</p> <p>A Framework of Auditing Concepts.</p> <p>Threats to, and Safeguarding of Auditors' Independence.</p> <p>Auditors' Legal, Regulatory and Professional Responsibilities.</p> <p>Auditors' Duties Fraud and Non-compliance with Laws and Regulations.</p> <p>Audit Process, Audit Evidence, Staffing and Documenting and Audits.</p> <p>Commencing an Audit.</p> <p>Planning the Audit.</p>				

Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Ebook: Millichamp, A., and Taylor, J. R., <i>Auditing</i>, Cengage Learning EMEA, latest edition.</p> <p>Ebook: Gray, I., Manson, S., and Crawford, L. <i>The Audit Process: Principles, Practice and Cases</i>, Cengage Learning EMEA , latest edition.</p> <p>Porter, B., Simon, J., and Hatherly, D., <i>Principles of external auditing</i>, John Wiley & Sons, latest edition</p> <p>ACCA, <i>Audit and Assurance</i>, BPP Learning Media, latest edition.</p> <p>Recommended Journals: Auditing. Journal of International Financial Management and Accounting.</p> <p>Useful websites:</p> <p>http://www.asb.org.uk/apb APB – Auditing Practices Board</p> <p>http://www.iaasb.org IAASB – International Auditing and Assurance Standards Board</p> <p>https://www.ifrs.org - International Accounting Standards Board</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Code	TAXATION I				
Course Title	ACF-337				
Course Type	Elective				
Level	Undergraduate				
Year / Semester	3 / Five				
Teacher's Name	Petros Ioannides				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To provide students with a practical understanding of the principles of business taxation mainly in respect of matters relating to the taxation of individuals and to enable students comment on figures produced by computations, understand the rationale underlying tax law and provide basic tax advice to taxpayers.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ show a knowledge and understanding of the principal aspects of Cyprus, EU and UK income tax; ▪ understand the general principles of the system of capital allowances and capital gains tax; ▪ calculate liability to income tax from a given set of facts; ▪ utilise all relevant sources of tax law to evaluate and interpret problems relating to income tax and where possible, to plan to minimise tax liabilities. 				
Prerequisites	None	Required			
Course Content	<p>Principles and Practice.</p> <p>Introduction to public finance and principles of taxation.</p> <p>Administration: structure and procedures, returns, assessments, appeals, collection, dates of payment.</p> <p>Impact of the European Community.</p> <p>Income Tax Matters Affecting Businesses.</p> <p>Assessments: The computation of Income tax liability.</p> <p>The Scheduler system: badges of trade.</p>				

	<p>Adjustment of trading profits; statute and case law.</p> <p>Relief for trading losses.</p> <p>Commencement and cessation rules for Schedule D Cases I and II (excluding changes of accounting date).</p> <p>Capital allowances, including the depreciation of assets, amortisation of buildings and deductions available for other capital expenditure.</p> <p>Schedule E; Emoluments, Pay-As-You Earn (PAYE) expenses and benefits in kind, share options, employer's and employee's.</p> <p>National Insurance Contributions (NIC).</p> <p>Deduction of tax at source: payments without deduction of tax.</p> <p>Capital Gains Tax: <ul style="list-style-type: none"> ▪ principles and scope ▪ computations of gains and losses including shares and securities ▪ reliefs and exemptions including: annual exempt amount, principal private residence and entrepreneurs' reliefs </p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>ACCA, <i>Taxation – UK</i>, BPP Learning Media, latest edition.</p> <p>Lymer, A., and Oats, L. <i>Taxation - Policy and Practice</i> 26th ed., latest edition, Fiscal Publications.</p> <p>Combs., A., Tutin, R., and Rowes, P. <i>Taxation – incorporating the Finance Act 2019</i>, 38th ed, Fiscal Publications, latest edition.</p> <p>Melville, A., <i>Melville's Taxation: Finance Act 2018</i>, 24th ed., Pearson.</p> <p><u>ICLG: International Comparative Legal Guide. Cyprus: Corporate Tax 2019/Laws.</u></p> <p>Recommended Journals:</p> <p><u>Journal of Taxation.</u></p> <p><u>Taxation Journal UK.</u></p> <p>Journal of International Financial Management and Accounting</p> <p>Useful websites:</p> <p>Ministry of Finance</p>

	http://www.mof.gov.cy/mof/ird/ird.nsf
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	INTERNSHIP PLACEMENT				
Course Code	ACF-345, ACF-355 (Accounting Stream) ACF-365, ACF-375 (Finance Stream)				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	3 / Six				
Teacher's Name	A line managers within the internship organisation				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	<p>The students will spend a minimum of 160 hours on an internship placement in accounting practice, in finance departments of a large corporation and the finance sector to enhance their probable employment sector target, eg. Finance, auditing, accounting etc.</p> <p>All internship placement will be formally arranged and monitored regularly by staff from the Philips College.</p>				
Learning Outcomes	<p>Upon completion of the module, students should have gained a:</p> <ul style="list-style-type: none"> ▪ sustained experience of a professional working environment; ▪ sophisticated and applied understanding of the procedures and operation of accounting and finance department of a large corporation and the finance sector; ▪ critical understanding of the work, motivations and roles of accounting and finance in the public and private sector. 				
Prerequisites		Required			
Course Content	<ul style="list-style-type: none"> • of 160 hours on an internship placement in accounting and finance organisations. • internship in accountancy and finance organizations. • role that accounting and finance play in society, institutions, markets, organisations etc • report writing presentation, IT skills etc. within the context of the related topic. <p>Roles and Responsibilities within the Internship:</p> <p>The student</p> <ul style="list-style-type: none"> ▪ must have a strong interest in the organization and be enthusiastic about the prospect of the employment. ▪ Should undertake a placement relevant to his/her interest in future employment and which is relevant to the course. 				

- Must be fully briefed about the placement, carry out the necessary research and have access to all contextual information i.e organization code of practice etc.
- Must fully understand the placement work to be undertaken, the content in which he/she will be working and consequently the register of language required.
- Must comply with organization rules and practice and must adhere to organization confidentiality and copyright clauses.
- Should be made aware of the rights and responsibilities within the organization. All work must be carried out in accordance with the Health and Safety regulations.
- Where appropriate, should keep a learning log updating his/her progress.
- Must complete the written work required by the College for assessment e.g. project or dissertation
- Remains a member of the College.

Completes Student Evaluation form, recording learning development and achievements.

Employers

- Are responsible for setting up the placement and designating a Mentor to each placement student.
- Think carefully about the objectives of the placement and what specialist knowledge/skills are required.
- Liaise with a member of the organization staff and provides the necessary information on the organization and the placement.
- Sign a placement agreement, drawn up by the College which outlines the placement objectives and the learning outcomes.

College

- Designates a student to a placement in accordance with student skills.
- Must ensure all parties fully understand the aims and outcomes of the placement.
- Liaises with the organization and provides the contextual information for the student.
- Monitors the progress of the student – one member of the organization staff will be responsible for each student and will be the point of contact for the College.
- Maintains regular contact with the student.
- Provides academic support.
- Ensures that the student has sufficient information on the rights and responsibilities within the work place.

	<ul style="list-style-type: none"> ▪ Has overall responsibility for assessing the academic work produced during the placement (the organization and the College may establish together the assessment criteria in order to meet both the College requirements and the company's expected outcome of the programme). ▪ Provides guidance on integrating this learning into longer term career planning.
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p><u>Cottrell, S.</u>, <i>Skills for success: personal development and employability</i>, Red Globe Press, latest edition.</p>
Assessment	---
Language	English

Course Title	AUDITING II			
Course Code	ACF-346			
Course Type	Elective			
Level	Undergraduate			
Year / Semester	3 / Six			
Teacher's Name	Petros Ioannides			
ECTS	5	Lectures / week	3	Laboratories / week
Course Purpose and Objectives	To further students' knowledge of the role, philosophy and methodology of Auditing by considering computerised auditing procedures and examining special work undertaken by the auditor.			
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> • show detailed understanding of the legal, professional, and ethical considerations relevant to the auditing profession; • prove understanding of the auditing and the accounting/reporting standards and guidelines and their application to practical situations; • assess the quality of internal control systems and their impact on the work of the auditor; • demonstrate knowledge of current issues and developments relating to the auditing profession. 			
Prerequisites	ACF-336	Required		
Course Content	<p>The organisation and management of audit. Performance review. Evidence and methods of investigations; Fraud; problems of verification in relation to assets, liabilities, revenues and expenses; statistical sampling techniques and their application to audit.</p> <p>Audit and Electronic Data Processing; the importance of internal check and computer verifications; the use of the computer by the auditor; security and confidentiality of data and software; the problems of real time systems; problems of computer fraud.</p> <p>The auditor and his relationships with internal auditors; clients and their audit committees, third parties and other social groups; the role of management and operational auditing.</p> <p>The behavioural and social implications of audit work, and a re-assessment of the role of the auditor, including the ability to audit in a computer environment.</p>			

Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>ebook: Gray, I., Manson, S., and Crawford, L. <i>The Audit Process: Principles, Practice and Cases</i>, 7th ed., Cengage Learning EMEA , latest edition.</p> <p>ebook: Millichamp, A., and Taylor, J. R., <i>Auditing</i>, 11th ed., Cengage Learning EMEA, latest edition.</p> <p>Porter, B., Simon, J., and Hatherly, D., <i>Principles of external auditing</i>, John Wiley & Sons, latest edition.</p> <p>Recommended Journals: Auditing. Journal of Accounting, Auditing & Finance. Journal of International Financial Management and Accounting.</p> <p><u>Useful websites:</u></p> <p>APB – Auditing Practices Board http://www.asb.org.uk/apb/</p> <p>IAASB – International Auditing & Assurance Standards Board http://www.iaasb.org</p> <p>IASB – International Accounting Standards Board http://www.iasb.org</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	TAXATION II				
Course Code	ACF-347				
Course Type	Elective				
Level	Undergraduate				
Year / Semester	3 / Six				
Teacher's Name	Petros Ioannides				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To enable students to acquire a practical understanding of the principles of business taxation especially in relation to companies and an understanding of the principles of taxes on capital gains and value added; to comment on figures produced by computations; to understand the rationale underlying tax law and give basic advice to companies and taxpayers on the most tax efficient structures.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ recognise the ethical issues arising in the course of performing tax work and identify the obligations the UK system of tax imposes on taxpayers and the implications for taxpayers of non-compliance; ▪ calculate the capital gains tax payable by individuals; ▪ calculate the amounts of income tax owed by or owed to individuals; ▪ calculate the amounts of inheritance tax due on lifetime transfers and transfers on death by individuals, personal representatives and trustees; ▪ calculate the amounts of national insurance payable by individuals, businesses and companies; ▪ calculate the corporation tax liabilities of companies; ▪ calculate the amount of VAT owed by or owed to businesses; ▪ calculate the amount of stamp taxes owed by individuals, businesses or companies. 				
Prerequisites	ACF-337	Required			
Course Content	<p>Corporate Tax. Scope.</p> <p>Adjustments of trading profits; statute and case law.</p> <p>Relief for trading losses and charges.</p> <p>Group structures: group reliefs; group income: group capital gains; surrender of ACT.</p>				

	<p>Advanced Corporation Tax (ATC) – all aspects.</p> <p>Accounting periods.</p> <p>Capital allowances: plant, industrial buildings, short life assets.</p> <p>Taxation of Capital Gains. Scope.</p> <p>Exemptions, relief and losses.</p> <p>Groups of companies: inter – company transactions.</p> <p>Shares and security.</p> <p>Value Added Tax. Scope.</p> <p>Regulation and deregulation.</p> <p>Exemptions, zero rating and partial exemption.</p> <p>Tax point taxable value: payments and refunds.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>ACCA, <i>Taxation – UK</i>, BPP Learning Media, latest edition, latest edition.</p> <p>Lymer, A., and Oats, L. <i>Taxation - Policy and Practice</i>, latest edition.</p> <p>Melville, A., <i>Melville's Taxation: Finance Act 2018, 24/E</i>, latest edition.</p> <p><u>ICLG: International Comparative Legal Guide. <i>Cyprus: Corporate Tax 2019/Laws, latest edition.</i></u></p> <p>Recommended Journals:</p> <p><u>Journal of Taxation.</u></p> <p><u>Taxation Journal UK.</u></p> <p>Useful websites:</p> <p>Ministry of Finance</p> <p>http://www.mof.gov.cy/mof/ird/ird.nsf</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	INTERNATIONAL FINANCE				
Course Code	ACF-415				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	4 / Seven				
Teacher's Name	Andreas Georgantopoulos				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To focus on the foreign exchange market and major approaches to analyse the determination of exchange rates, the links between exchange rates, macroeconomic activity and a country's international competitiveness. The main objectives are to familiarise students with the institutional structure, the nature of the trading procedures, and trading activity in foreign exchange (FOREX) markets; the international parity conditions: purchasing power parity, covered and uncovered interest rate parity, and real interest parity; the equilibrium real exchange rate and its determinants; issues relating to the efficiency of foreign exchange markets and the forward bias puzzle; the pricing of international financial assets and their role in financing and investment decisions.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ acquire an in-depth understanding of the relationship between exchange rates and macroeconomic activity, and a country's competitiveness in international markets; ▪ acquire a practical understanding of the operation of the spot and forward foreign exchange (forex) markets; ▪ acquire an appreciation of the importance of the international parity conditions; ▪ acquire a strong theoretical and conceptual understanding of the financial and investment problems facing firms that operate in the international global environment and the financial tools that can be used to minimize these problems. 				
Prerequisites	ACF-325	Required			
Course Content	<i>Global Financial Environment</i> : current multinational challenges and the Global economy; corporate ownership, goals, and governance; the International Monetary System; the Balance of Payments; the continuing Global Financial Crisis.				

	<p><i>Foreign Exchange Theory and Markets: The Foreign Exchange Market; International Parity Conditions; Foreign Currency Derivatives and Swaps.</i></p> <p><i>Foreign Investment Decisions: International Portfolio Theory and Diversification; Foreign Direct Investment and Political Risk; Multinational Capital Budgeting and Cross-Border Acquisitions.</i></p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>eBook: Madura, J., and Fox, R., <i>International Financial Management</i>, CENGAGE Learning, latest edition.</p> <p>Eiteman, D.K., Stonehill, A.I., & Moffett, M.H. <i>Multinational Business Finance</i>, Global Edition, Pearson Education, latest edition.</p> <p>Bekaert, G., and Hodrick, R., <i>International Financial Management</i>, Cambridge College Press, latest edition.</p> <p>Eun, C., and Resnick, B., <i>International Financial Management</i>, McGraw-Hill, latest edition.</p> <p>Recommended Journals:</p> <p>Journal of Finance.</p> <p>International Finance.</p> <p>Journal of International Money and Finance.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	FINANCIAL DERIVATIVES				
Course Code	ACF-425				
Course Type	Elective				
Level	Undergraduate				
Year / Semester	4 / Eight				
Teacher's Name	Theodoros Kounadeas				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To describe, analyse and evaluate the characteristics of some of the most important financial derivative instruments, namely forwards, futures and options, written mostly on currency and equity products. It also equips students with some essential techniques to be applied when valuing these financial derivatives and hedging the associated financial market risk exposures.				
Learning Outcomes	<p>On completion of this course, students should:</p> <ul style="list-style-type: none"> ▪ be familiar with the characteristics of the relevant financial derivative instruments; ▪ understand how financial derivatives are valued based on no arbitrage pricing arguments and risk-neutral valuation methods; ▪ understand how the instruments covered can be used to implement basic market risk management strategies, appropriate for corporate applications; ▪ be able to solve basic problems requiring the ability to price derivative instruments and hedge market risk based on numerical data and current market conventions; ▪ have acquired the basic skills required for pricing financial derivatives including familiarity with some central techniques namely risk-neutral valuation, no arbitrage pricing, the binomial model and the Black-Scholes model; ▪ to able to exercise basic quantitative and mathematical skills in pricing derivative instruments; ▪ be able to exercise a capacity for independent and self-managed learning; 				
Prerequisites	None	Required			
Course Content	Valuation of futures and forward contracts.				

	<p>Valuation of swap contracts.</p> <p>Stock options: valuation, hedging and trading strategies.</p> <p>Valuation of stock options using binomial trees.</p> <p>The Black-Scholes model and the Greek derivatives.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Hull, John C., <i>Options, Futures and other Derivatives</i>. 9th Global ed., Pearson Education, latest edition.</p> <p>Jarrow, R., and Chatterjea, A., <i>An Introduction to Derivative Securities, Financial Markets and Risk Management</i>, W. W. Norton & Company, latest edition.</p> <p>McDonald, Robert, L. <i>Derivatives Markets</i>. Pearson, latest edition</p> <p>Recommended Journals:</p> <p>Financial Analyst Journal.</p> <p>European Financial Management Journal.</p> <p>Applied Corporate Finance.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	DATA ANALYTICS				
Course Code	ACF-432				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	3 / Six				
Teacher's Name	Manolis Petrakis				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	This course prepares students to gather, describe, and analyze data, and use advanced statistical tools to make decisions on operations, risk management, finance, etc. Analysis is done targeting economic and financial decisions in complex systems that involve multiple partners. Topics include probability, statistics, hypothesis testing, regression, clustering, decision trees, and forecasting.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ Gather sufficient relevant data, conduct data analytics using scientific methods, and make appropriate and powerful connections between quantitative analysis and real-world problems. ▪ Demonstrate a sophisticated understanding of the concepts and methods; know the exact scopes and possible limitations of each method; and show capability of using data analytics skills to provide constructive guidance in decision making. ▪ Use advanced techniques to conduct thorough and insightful analysis, and interpret the results correctly with detailed and useful information. ▪ Show substantial understanding of the real problems; conduct deep data analytics using correct methods; and draw reasonable conclusions with sufficient explanation and elaboration. ▪ Write an insightful and well-organized report for a real-world case study, including thoughtful and convincing details. ▪ Make better business decisions by using advanced techniques in data analytics. 				
Prerequisites	CST-124, CST-126, PRL-352	Required			
Course Content	Introduction, Data Summarization and Visualization Linear and Nonlinear Regression				

	<p>Model Selection</p> <p>Classification, Logistic Regression</p> <p>Clustering</p> <p>Decision Trees</p> <p>Project Presentation</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Data Mining and Business Analytics with R, by Johannes Ledolter; Publisher: Wiley, Available in Johns Hopkins online library: https://catalyst.library.jhu.edu/catalog/bib_4637122</p> <p>An Introduction to Statistical Learning with Application in R, by Gareth James, Daniela Witten, Trevor Hastie, Robert Tibshirani; Publisher: Springer, Available in Johns Hopkins online library: https://catalyst.library.jhu.edu/catalog/bib_6591386</p> <p>Elements of Statistical Learning: Data Mining, Inference, and Prediction, by Trevor Hastie, Robert Tibshirani and Jerome Friedman The book is free at https://web.stanford.edu/~hastie/Papers/ESLII.pdf</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	SUSTAINABILITY ACCOUNTING and INTEGRATED REPORTING				
Course Code	ACF-433				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	3 / Six				
Teacher's Name	TBA				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	<p>The main objective of the course is to equip students with the knowledge required for the understanding as to how to measure, evaluate and disclose social and environmental corporate performance. The course will emphasize the interplay between sustainability strategy, organizational architecture and performance.</p> <p>The course focus is on the internal and external reporting systems resulting from and supporting corporate sustainability.</p>				
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> ▪ Understand the theoretical role and practical implications of accounting in measuring and governing sustainability performance in modern corporations. ▪ Apply accounting techniques in internal measurement and external reporting for sustainability performance. ▪ Analyse and apply sustainability accounting techniques to assess sustainability performance. ▪ Ability to present in oral and written form an analysis of business solutions in response to specific issues related to the measurement and management of sustainability performance ▪ Employ appropriate mathematical tools to solve financial problems; ▪ Be aware of the different types and applications of sampling techniques. 				
Prerequisites	None	Required			
Course Content	<ul style="list-style-type: none"> • The role of accounting for developing and implementing a sustainable strategy • Sustainability performance measurement • Sustainability reporting and assurance frameworks • Integrated Reporting <IR> • Non-financial disclosure EU directive • Sustainability governance, management control and incentive systems for sustainability • Value chain sustainable assessment 				

	<ul style="list-style-type: none"> • Responsible investment
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Tilt, C.A. "Corporate Responsibility Accounting and Accountants". Idowu, Samuel O.; Leal Filho, Walter (Eds.), Professionals' Perspectives of Corporate Social Responsibility, latest edition.</p> <p>"Accounting for Sustainability" (http://www.accountingforsustainability.Org).</p> <p>Gray, R. "Current Developments and Trends in Social Environmental Auditing, Reporting & Attestation: A personal Perspective". (E-Journal)</p> <p>Moller, Andreas; Schaltegger, Stefan. "The Sustainability Balanced Scorecard as a Framework for Eco-efficiency Analysis". Journal of Industrial Ecology.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	ADVANCED MANAGEMENT ACCOUNTING				
Course Code	ACF-434				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	4 / Seven				
Teacher's Name	Nikolaos Ireiotis				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To develop the ability of students to apply Management Accounting techniques in more complex and practical situations and to extend the depth of knowledge acquired in previous years. Review of academic articles and presentations as well as solution of case studies to develop analytical and problem solving skills.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ understand the different mechanistic and post-mechanistic approaches to management accounting, including strategic and accounting approaches, value-chain analysis, ABM, performance evaluation and rewards, balanced scorecards, and accounting in new manufacturing environments; ▪ identify how the recent process of financialisation and the growth of network organisation within and between corporations reshape the nature and role of management accounting information. 				
Prerequisites	ACF-324	Required			
Course Content	<p>Information for Decision - Making: practical applications of decision-making problems; extending the ability of students to analyse data for management control purposes and to identify problems and recommend solutions by submission in the form of reports.</p> <p>Budgets and Budgetary Control: behavioural considerations; participation and negotiation; budgetary slack; feedback; cost centre responsibility and control; discretionary and controllable costs.</p> <p>Variance analysis: cost variances including input mix variances; sales variances including product mix variances; planning and operational variances.</p>				

	<p>Process costing including joint and by-products; problems of common costs; identification of equivalent cost units, the evaluation of interprocess transfers using various stock valuation methods and ledger entries.</p> <p>The Learning Curve: introduction to the principles and application of the Learning Curve effect.</p> <p>Performance Evaluation and Control: measurement of divisional performance; control through allocation of internal resources; profit centres and investment centres; evaluation and use of profitability criteria - return on investment and other ratios; residual income; measurement of capital and profit for internal evaluation; interdepartmental divisional comparisons.</p> <p>Transfer pricing; with outside markets; role of buying and selling prices for intermediate product; with no outside markets; optimisation and motivational considerations.</p> <p>Information Systems.</p> <p>Principles of design of cost accounting systems; the use and value of business modelling; spreadsheet modelling; simulation and multiple regression.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Drury C., <i>Management & Cost Accounting</i>, with courseMate & EBOOK Access Card Cengage Learning, Learning, latest edition.</p> <p>Hongren C. T., et al, <i>Management and Cost Accounting with MyAccountingLab access</i>, Pearson Education, latest edition</p> <p>ACCA, <i>Management Accounting</i>, BPP Learning Media, latest edition.</p> <p>Useful websites:</p> <p>The Chartered Institute of Management Accountants http://www.cimaglobal.com/</p> <p>The Institute of Management Accountants http://www.imanet.org/</p> <p>Recommended Journals:</p> <p>Management Accounting Research. Management Accounting Quartely.</p>

Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	SECURITY INVESTMENT ANALYSIS				
Course Code	ACF-435				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	4 / Eight				
Teacher's Name	Panagiotis Barkas				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To develop the understanding and application of the theory, tools, terminology, and professional ethics of investments from a finance viewpoint. To maximise transferability of knowledge and skills, this course emphasises general investment principles. Successful completion of the course lays the foundation for students wishing to pursue a career that involves providing and implementing investment advice.				
Learning Outcomes	<p>Upon completion of this course, students should have:</p> <ul style="list-style-type: none"> ▪ acquired knowledge of the theory, tools, terminology and professional ethics of investment management; ▪ understood the limits of such knowledge and its effects on analyses and interpretation; ▪ developed numeracy and computational skills, power of inquiry, logical thinking, critical thinking and capacity for independent and self-managed learning; ▪ acquired a familiarity with the latest developments and innovations in investment analysis. 				
Prerequisites	ACF-415	Required			
Course Content	<p><i>Portfolio theory and Practice:</i> risk, return and the historical record; capital allocation to risky assets; optimal risky portfolios; index models.</p> <p><i>Equilibrium in Capital Markets:</i> The Capital Asset Pricing Model, Arbitrage Pricing Theory and Multifactor models of Risk and Return; Efficient Market Hypothesis; Behavioural Finance and Technical Analysis; Empirical evidence on Security Returns.</p> <p><i>Security Analysis:</i> Macroeconomic and Industry analysis; Equity Valuation Models; Financial Statement Analysis.</p> <p><i>Applied Portfolio Management:</i> portfolio performance evaluation; international diversification; hedge funds; the theory of Active Portfolio Management; Investment policy and the Framework of the CFA Institute.</p>				

Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Bodie, Z., Kane A., and Marcus A., <i>Investments</i>, 10th ed., Global ed., McGraw-Hill, latest edition.</p> <p>Elton, E., Gruber, M., Brown S., and Goetsmann W., <i>Modern portfolio theory and investment analysis</i>, Wiley & Sons, latest edition, latest edition.</p> <p>Recommended Journals: Journal of Finance. Applied Corporate Finance.</p> <p>Useful websites www.cfapubs.org</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	RISK MANAGEMENT IN FINANCIAL SERVICES				
Course Code	ACF – 436				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	4 / Seven				
Teacher's Name	Andreas Georgantopoulos				
ECTS	6	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	Managers in a risk function in financial services must understand the nature and sources of risks that depositors, equity holders and debt holders are subject to. The aim of the course is to give students a detailed knowledge of the nature and sources of risks that depositors, equity holders and debt holders are subject to; in addition how to measure the exposure to such risks and an understanding of some ways in which such risks can be managed.				
Learning Outcomes	<p>Upon completion of this module, students should be able to:</p> <ul style="list-style-type: none"> ▪ know and critically evaluate the nature of different types of risks: interest rate risk, market risk, credit risk, foreign exchange risk, sovereign risk, liquidity risk and insolvency risk; ▪ understand and critically discuss how different types of risks relate to items on balance sheet; ▪ understand and critically discuss the causes and sources of these risks; ▪ understand and critically discuss how to measure such risks and of the strengths and weaknesses of different measures; ▪ understand and critically discuss strategies of how to manage certain of these risks. 				
Prerequisites	None		Required		
Course Content	Risks of financial institutions. Interest rate risk. Interest rate risk. Market risk. Credit risk. Off-balance sheet. Foreign exchange risk.				

	<p>Liquidity risk.</p> <p>Sovereign risk and operational risk.</p> <p>Securitisation.</p>
Teaching Methodology	<p>A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies. Specialist guest lectures from legal, academic, regulatory field.</p>
Bibliography	<p>Recommended Reading:</p> <p>Saunders, A & Cornett, M, <i>Financial Institutions Management: A Risk Management Approach</i>. latest edition.</p> <p>Hull, J., C., <i>Risk Management and Financial Institutions</i>, Wiley, latest edition.</p> <p><i>A detailed list of readings of academic papers for this course will be provided at the end of each lecture</i></p>
Assessment	<p>70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).</p>
Language	<p>English</p>

Course Title	ADVANCED CORPORATE FINANCE				
Course Code	ACF-437				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	4 / Eight				
Teacher's Name	Panagiotis Barkas				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To focus on the theory of corporate finance and corporate financial policy. Its aim is to provide an understanding from both a theoretical and an empirical standpoint of some of the central decision problems in corporate finance: capital raising, capital structure decisions, the effects of conflicts between different types of stakeholders within the firm and corporate ownership and governance issues.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ understand how the following factors influence the decisions of companies on capital structure: Taxation, Information asymmetries, Agency costs of debt, Agency costs of equity; ▪ understand the ownership and control structure of firms: Impact of agency costs of equity both on IPO process and capital structure decisions; Corporate governance mechanisms; ▪ understand some of the methods used to value: Equity (in IPO); Debt; ▪ discuss and interpret a few case studies in corporate finance; ▪ grasp the perspective of a private equity fund in evaluating a firm/project. 				
Prerequisites	ACF-315, ACF-325	Required			
Course Content	<p><i>Capital raising:</i> Theories and evidence of initial public offering (IPO) & seasoned equity offering (SEO) anomalies; Valuation of IPO companies.</p> <p><i>Corporate Governance:</i> Agency costs of Equity, Corporate Governance mechanisms (applied also to IPO cases).</p> <p><i>Capital structure theories with symmetric information:</i> The Modigliani-Miller (MM) irrelevance theorem, Capital structure with taxes and financial distress costs, Valuation of debt tax shields, The trade-off theory.</p> <p><i>Capital structure theories with asymmetric information and agency</i></p>				

	<p><i>considerations:</i> Adverse selection and signaling models, Pecking order theory, Agency theories (agency costs of debt and equity)</p> <p><i>Issuance and valuation of:</i> Debt, including both straight and convertible debt</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Brealey, R., Myers S., and F. Allen, <i>Principles of Corporate Finance</i>, McGraw-Hill, latest edition.</p> <p>Hillier, D., Grinblatt, M. and S. Titman. <i>Financial Markets and Corporate Strategy: European Edition</i>, Irwin/McGraw-Hill, latest edition.</p> <p>Recommended Journals:</p> <p>Journal of Accounting Research. Accounting Review. Journal of Accounting and Economics.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	COMPANY FINANCIAL REPORTING			
Course Code	ACF-439			
Course Type	Compulsory			
Level	Undergraduate			
Year / Semester	4 / Seven			
Teacher's Name	Nikolaos Ireiotis			
ECTS	5	Lectures / week	3	Laboratories / week
Course Purpose and Objectives	To ensure that students apply the appropriate judgement and technical ability in the preparation of financial statements for complex business entities.			
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ understand the conceptual underpinning on which published financial statements are produced and also the interaction between the components of those statements; ▪ understand the alternative political, economic and social perspectives on corporate reporting theory and practice; ▪ appreciate the constructed reality of modern accounting practice; ▪ identify and evaluate the implications of certain creative accounting issues and practices; ▪ evaluate critically and interpret published UK and Cyprus financial statements; ▪ demonstrate appropriate professional judgment and ethical sensitivity. 			
Prerequisites	ACF-313, ACF-323	Required		
Course Content	<p><i>The corporate report:</i> suggested additional statements to be included in the financial statements and the characteristics of such statements; value added statements, employment report, statement of exchanges with government etc.</p> <p><i>Accounting Framework:</i> a revision of the important regulatory and legal framework issues affecting the content and presentation of financial statements.</p> <p>Reporting developments: preparation of reports for a variety of situations and needs with the objective to assist user's understanding of financial results and enable assessment of business performance; multicolumn reporting; segmental and disaggregated financial statements; cash flow reporting; simplified financial statements; interim reporting.</p>			

	<p><i>Interpretation of accounts:</i> analysis and interpretation of financial accounting statements and recognition of their limitations; calculation of stock market ratios; business and share valuation alternatives.</p> <p><i>Current reporting issues in corporate reporting</i> including recent IFRSs and proposed changes to IFRSs.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Elliot, B. & Elliot, J. <i>Financial Accounting and Reporting</i>, Pearson Education, latest edition.</p> <p>Revsine, L., Collins, D., Johnson, B., Mittelstaedt, F., and Soffer, L. <i>Financial Reporting and Analysis</i>, McGraw-Hill, latest edition.</p> <p>ACCA- <i>Financial Reporting (FR)</i>. Kaplan Publishing, latest edition.</p> <p>ICPAC, <i>Accountancy</i>, Quarterly</p> <p>Useful websites:</p> <p>www.icpac.org.cy - The Institute of Certified Public Accountants in Cyprus</p> <p>www.frc.org - Financial Reporting Council</p> <p>www.accountancydaily.com</p> <p>www.gov.uk - government financial reports manual 2018 to 2019</p> <p>www.pwc.co.uk - Accounting and Reporting updates: insight into key developments</p> <p>Recommended Journals:</p> <p>Journal of Accounting Research.</p> <p>Accounting Review.</p> <p>Review of Accounting Studies.</p> <p>Journal of Business Finance and Accounting.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	CONTEMPORARY ISSUES IN ACCOUNTING AND FINANCE				
Course Code	ACF-442				
Course Type	Elective				
Level	Undergraduate				
Year / Semester	4 / Seven				
Teacher's Name	TBA				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	The course aims to introduce students to some of the current issues in accounting and finance. It explores related theories and the importance of theoretical frameworks in research, enable students to understand and critically evaluate current research on related topics, and link the research findings with contemporary issues in accounting and finance.				
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> ▪ demonstrate wider readings in current issues in accounting and finance. ▪ achieve a deeper understanding of contemporary issues in accounting and finance and develop an ability to critically evaluate those issues within the related theoretical frameworks. ▪ discuss and develop an understanding of theories and theoretical frameworks on contemporary issues in accounting and finance. ▪ understand and critically analyse academic research articles based on selected readings in the module. ▪ gain written and verbal communication skills, and group working skills and apply those skills in real life cases. 				
Prerequisites	None	Required			
Course Content	<ul style="list-style-type: none"> • introduction to accounting and financial theories and theoretical frameworks • the financial reporting environment and regulation of financial accounting • international accounting 				

	<ul style="list-style-type: none"> • capital market research in accounting • social and environmental issues in accounting • capital structure and dividend policy • corporate governance and accountability • asset pricing and valuation • portfolio theory • diversification and risk management • market efficiency and stock returns • cryptocurrencies and blockchain finance,
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Deegan, Craig. <i>Financial Accounting Theory</i>, McGraw-Hill, latest edition.</p> <p>Australian Accounting Standards Board. <i>Statement of Accounting Concepts 1: Definition of the Reporting Entity</i>. Melbourne: AASB.</p> <p>Australian Accounting Standards Board. <i>Framework for the Preparation and Presentation of Financial Statements</i>. Melbourne: AASB</p> <p>Broadley, P. Discussion of 'Financial Reporting Quality: Is fair value a plus or a minus. <i>Accounting and Business Research</i>, Special Issue: International Accounting Policy Forum, 45-48, latest edition.</p> <p>Chambers, R. J., <i>Price Variation and Inflation Accounting</i>. Sydney: McGrawHill, latest edition.</p> <p>Edwards, J.R., <i>British Capital Accounting Practices and Business Finance 1852-1919: An Exemplification</i>. <i>Accounting and Business Research</i>, Spring, 241-258, latest edition.</p> <p>Healy, P. The Effect of Bonus Schemes on Accounting Decisions. <i>Journal of Accounting and Economics</i>, 7, 85-107, latest edition.</p> <p>Watts, R. & Zimmerman, J. <i>Positive Accounting Theory</i>. Englewood Cliffs, N. J: Prentice Hall, latest edition.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of

	topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	ENVIRONMENTAL RISK MANAGEMENT				
Course Code	ACF-447				
Course Type	Elective				
Level	Undergraduate				
Year / Semester	4 / Eight				
Teacher's Name	TBA				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	<p>The purpose of the course is to introduce the concepts, principles and objectives of the environmental legal framework, on which the framework of environmental risk analysis will be based. At the same time, they will develop the ability to analyze the environment and the natural resources received by man, assessing the effects through indicators, for environmental actions. They will get to know the categories of Environmental Management Systems, ISO 14001 and EMAS, while studying environmental impact assessment:</p>				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ Understand the environmental policy principles on which environmental management is based and distinguish the stages of risk analysis, recognizing the parameters to document the risk assessment. ▪ Understand the economic dimension of key global environmental problems and the main objectives in “environmental management”. ▪ They know the different parameters of the environmental elements that determine the quality of the environment, as well as the standards and quality measurement criteria of the different environmental elements. ▪ Gather and interpret elements of environmental policy and environmental-economic indicators and use these data to form judgments in matters of sustainable development. ▪ Understand and explain what an Environmental Management Systems includes as well as implement it, ISO 14001 and EMAS standards. ▪ They know the objectives of the environmental study, the methodologies and techniques for the preparation of the environmental impact assessment study. 				
Prerequisites	None	Required			

Course Content	Activity on environmental policy and legislation, environment and sustainability, environmental awareness, environmental costs and free goods. Sustainable economy and society, natural resource management, sustainable development indicators, environmental risk assessment, environmental management systems, the implementation of ISO 14001, implementation of EMAS, environmental impact assessment.
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>European Environment Agency. At a glance: EU legislation on nature. https://www.eea.europa.eu/signals/signals-2021/articles/at-a-glance-eu-legislation</p> <p>Garvare R., & Johansson P., Management for sustainability – A stakeholder theory. Total Quality Management & Business Excellence. 21(7) (737-744), latest edition.</p> <p>Zagorianakos E., Economy, Environment and Sustainable Development: Basic concepts of the science of environmental economics (Public lecture text). http://main.ekke.gr/estia/Cooper/EZagorian/Econ_Env_SustDevel.htm</p> <p>M Kotchen – Public Goods. A draft chapter prepared for Environmental and Natural Resource Economics, latest edition.</p> <p>ENVIROHELP FOR BUSINESS – University for the Aegean – Life Cycle Analysis http://www2.env.aegean.gr/eda/Envirohelp/greece/bestpractices/LCAgr.html</p> <p>European environmental Agency. Basics of economics and the environment. http://www.eea.europa.eu/el/simata-eop-2010/simata-2014/analytiki-proseggisi/basika-stoicheia-oikonomikon-kai-periballon</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	INTERNATIONAL ACCOUNTING				
Course Code	ACF-448				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	4 / Eight				
Teacher's Name	Pavlos Pavlou				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To examine accounting principles, practices and trends in the international business and investment environment and to emphasize the added dimensions of international financial management experienced by Multinational Enterprises.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ describe, explain and discuss aspects of the regulatory framework affecting the preparation and presentation of financial statements. ▪ describe, explain and apply the International Accounting Standards Board's (IASB) conceptual framework for financial reporting. ▪ describe, explain, apply and discuss the contents of a number of selected International Financial Reporting Standards (IFRS). ▪ prepare a complete set of financial statements from accounting data for single entities in conformity with IFRS. ▪ display evidence of the professional skills of assimilating and using information and structuring problems and solutions; and ▪ demonstrate a critical understanding and awareness of the key debates in modern financial accounting and reporting. 				
Prerequisites	ACF-323	Required			
Course Content	<p>The regulatory and conceptual framework of financial reporting.</p> <p>The presentation and preparation of single entity financial statements.</p> <p>Specific techniques and regulations, including reporting financial performance.</p> <p>Accounting for tangible non-current assets; intangible assets; impairment of assets.</p>				

	Revenue and inventories; provisions, contingencies and events after the reporting period.
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Maynard, J., <i>Financial accounting, reporting, and analysis</i>, Oxford College Press, latest edition.</p> <p>Melville, A. <i>International Reporting; A practical Guide</i>, Pearson Education, latest edition.</p> <p>Nobes, C., and Parket R. B., <i>Comparative International Accounting</i>, 13th ed., Pearson Education, latest edition.</p> <p>ACCA, <i>Financial Reporting Study Text</i>, BPP Learning Media, latest edition.</p> <p>Recommended Journals: The International Journal of Accounting. Journal of International Financial Management & Accounting.</p> <p>Useful websites:</p> <p>IASB – International Accounting Standards Board http://www.iasb.org/</p> <p>IFAC – The International Federation of Accountants⁴, LATEST EDITION http://www.ifac.org/</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	FORENSIC ACCOUNTING				
Course Code	ACF- 449				
Course Type	Elective				
Level	Undergraduate				
Year / Semester	4 / Eight				
Teacher's Name	By present practitioners				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	The primary objective of the forensic accounting component of the accounting curriculum is for students to understand the role of forensic accounting in economic decision-making, financial reporting, disputes and investigations.				
Learning Outcomes	<p>At the end of this module, students should be able to:</p> <ul style="list-style-type: none"> • Distinguish the roles between fraud examiners and forensic accountants; • Explain the role and ethical and professional obligations of forensic accountants in the context of investigations and disputes; • Outline the context of financial crimes and analyse the various types of financial crimes, the perpetration and dissipation methods, and lessons learned through real-life case studies; • Develop a forensic investigation engagement plan; • Apply the appropriate investigative methodology in the execution of the forensic investigation engagement; • Explain how forensic accounting techniques are used to assist in a range of disputes scenarios; and • Apply common accounting and business valuation principles to quantify damages. 				
Prerequisites	ACF-329 and ACF-436	Required			
Course Content	<ul style="list-style-type: none"> • What is Forensic Accounting and how does it work? • Difference between Audit and Forensic Accounting • Overview of financial crimes • Fraud risk management • Planning, executing and concluding forensic investigation engagements • Fundamental damages concepts and business valuation principles and their application to common scenarios 				

	<ul style="list-style-type: none"> The role of forensic accountants in intellectual property, investor-state and insurance-related disputes.
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies and simulations
Bibliography	<p>Recommended Reading:</p> <p>Michael Crain et al, Essentials of Forensic Accounting, AICPA, latest edition.</p> <p>William H. Beecken; and Clark A Beecken, Fraud Examination Casebook with Documents, ISBN: 978-1-111934-0 latest edition</p> <p>Independent Claim Verification: The Kingdom of the Netherlands V The Russian Federation “The Arctic Sunrise Arbitration” PCA Case: 2014 – ANGLOS Arbitration.</p> <p>Cyprus Supreme Court of Appeal (Judgments available)</p> <p><i>Recommended Forensic Accounting Articles and Video.</i></p>
Assessment	Each subject has a weight of 70% attributable to the end of semester examinations: (midterm 20%, final exam 50% of a three hours duration) and 30% to continuous assessment (attendance participation in-class discussions, 10%, assignments, seminars, tests, quizzes, video participation, case studies, student presentations etc. 20%).
Language	English

Course Title	ACCOUNTANCY DISSERTATION I & II				
Course Code	ACF-450 & ACF-451 / ACF-460 & ACF-461				
Course Type	Elective				
Level	Undergraduate				
Year / Semester	4 / Seven & 4 / Eight				
Teacher's Name	Various Lecturers				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	<p>Students will complete a Project in semesters 7 and 8.</p> <p>The Dissertation, which should be of approximately 8,000 - 10,000 words may take one or more of several forms. For example, it may involve the critical examination in an aspect of an organisation's operation with a view to recommending possible courses of action. It may also involve further investigation based on structured interviews. This is seen as a very important element of the programme providing an opportunity to students to bring together the skills and knowledge acquired throughout the programme and apply these to a substantial piece of work on a topic of their choice. The importance of the Project is reflected in the amount of time and the number of credits allocated to this purpose.</p> <p>The Dissertation is seen as the culmination of the development of independent skills. It requires the systematic study of a subject, involving data collection and analysis, hypotheses, conclusions, and submission of recommendations.</p> <p>Presentation</p> <p>Three copies are required to be presented, typed double-spaced on A4 paper, using one side of the paper only and leaving a one-inch margin on the left-hand side. One copy will be returned to the student after the Examiners' meeting.</p> <p>The second copy will be retained by the Department and the third will be placed in the Library.</p> <p>The report should include a title page, a one-page summary (<i>abstract</i>), and a contents list (chapter and section headings). The body of the report should exhibit a logical flow of ideas divided into sections such as: <i>Introduction, Specific Aims, Analysis of Problem, Method of Solution, Outline of Programmes, Results, Hypotheses, Discussion, Conclusions and Recommendations</i>. Tables and statistical charts may be placed in <i>Appendices</i>, along with references (Author, Title, Edition, Publisher, Year) and other supplementary material.</p>				

	<p>Assessment</p> <p>The final project for each student will be marked independently by two members of the staff, one of whom will be the project's supervisor. The project will be finally assessed by a board based on its <i>critical content, originality, and competence of both execution and presentation.</i></p>		
Learning Outcomes	<p>Having successfully completed this module the student will be able to:</p> <ul style="list-style-type: none"> ▪ justify the selection of a chosen topic; ▪ identify, compare and evaluate appropriate research approaches and strategies; ▪ identify, collect and analyse appropriate data, both primary and secondary; ▪ critically evaluate the data collected in the context of existing studies; ▪ conduct an extended investigation including generating primary data; ▪ critically evaluate the chosen research strategy, highlighting reliability, validity and limitations and identify opportunities for further research; ▪ integrate theoretical concepts developed throughout the undergraduate learning programme. 		
Prerequisites	ACF-449, CST-125, PRL-352	Required	
Course Content	<p>There is no set pattern of study; students proceed at their own pace with their personal supervisor. However, it is anticipated that the following topics will feature:</p> <ul style="list-style-type: none"> ▪ selecting and developing the topic; ▪ research questions, aims and objectives; ▪ research paradigms and consequent research strategies and methodologies; ▪ identifying, collecting, evaluating and analysing secondary data; ▪ identifying, collecting and analysing primary data; ▪ lining research outcomes to current theory and practice; ▪ effective communication documents. 		
Teaching Methodology	<p>Guided study and research activity as advised by personal supervisor. Personal selection.</p>		
Bibliography	<p>Recommended Reading:</p> <p>Depends on particular project. Will be specified in individual project briefs.</p>		

Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	ORGANISATIONAL BEHAVIOUR			
Course Code	BIS-230			
Course Type	Elective			
Level	Undergraduate			
Year / Semester	2 / Three			
Teacher's Name	George Voulgaris			
ECTS	5	Lectures / week	3	Laboratories / week
Course Purpose and Objectives	To introduce students to various aspects of organisational behaviour and develop a critical orientation toward the subject matter and an awareness of the complexity of managerial and organisational problem.			
Learning Outcomes	<p>Upon successful completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ demonstrate an understanding of key theories and perspectives in organisation studies, and an awareness of how these theories of organisational behaviour compare and contrast; ▪ make theory-practice links by applying the concepts and perspectives introduced to organisational case studies; ▪ demonstrate the ability to critically evaluate concepts, theories and techniques. 			
Prerequisites	None	Required		
Course Content	<p>Introduction to module; individuals at work.</p> <p>Identity, personality and perception.</p> <p>Motivation and engagement.</p> <p>Organisational culture, power and politics.</p> <p>Groups and teams.</p> <p>Sustainability- employee happiness and wellbeing.</p> <p>Organisational change.</p> <p>Leadership and management.</p>			
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.			

Bibliography	<p>Recommended Reading:</p> <p>Robbins, S. P., and Judge, T. A., <i>Organisational Behaviour plus Pearson my MyLab Management with Pearson eText</i>, Global ed., Pearson Education, latest edition.</p> <p>Newstrom, D., <i>Organisational Behavior: Human Behavior At Work</i>, McGraw Hill, latest edition.</p> <p>Bucharan, D. A., and Huczynski, A. A., <i>Organisational Behaviour: Buchanan and Huczynski</i>. 10th ed., Pearson Education, latest edition.</p> <p>John M. Ivancevich, Robert Konopaske and Michael T. Matteson, <i>Organisational Behavior and Management</i>, McGraw Hill/Irwin, latest edition.</p> <p>Recommended Journals: International Journal of Organisational Behaviour. Journal of Organisational Behaviour – Wiley InterScience. Organisational Behaviour and Human Decision Processes.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays,
Language	English

Course Title	ECONOMICS I				
Course Code	BSM – 110				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	1 / One				
Teacher's Name	Panagiotis Barkas				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To provide students with a thorough understanding of economics at an introductory level. The course explores how people make choices about what and how to produce and consume. It looks at the differences in economic outcomes between firms, people and countries and how they can be related to the effects of choices they, and others, make. It builds on the very simple and plausible assumption that people make decisions in their own interests and subject to constraints. The first term covers the principles of microeconomics and shows how they can be applied to real-life situations and economic policy.				
Learning Outcomes	<p>On completion of the course, the students are expected to:</p> <ul style="list-style-type: none"> ▪ demonstrate knowledge and understanding of the basic principles of microeconomics and macroeconomics; ▪ understand the way in which economics can be used to analyse the decisions of individuals, households, firms and governments; ▪ apply relevant knowledge and understanding of economic theory to contemporary economic issues and debates; ▪ demonstrate analytical, graphical and numerical skills to address economic problems; ▪ utilise and solve simple economic models that explain economic behaviour and phenomena. 				
Prerequisites	None	Required			
Course Content	<p>Economics and The Economy. Markets, demand and supply. Elasticity of demand and supply. The theory of consumer choice. Theory of production and costs.</p>				

	<p>Market structures.</p> <p>Wages and the distribution of income.</p> <p>Market failures and government policy.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Sloman, J., and Garratt, D. <i>Essentials of Economics</i>, Pearson Education, latest edition.</p> <p>Sloman, J., Guest J., and Garratt, D. <i>Economics</i>, Pearson, latest edition.</p> <p>Begg, D., and Vernasca, G., Fischer, S., Dornbusch, R., <i>Economics</i>, McGraw-Hill, , latest edition.</p> <p><u>Recommended Journals:</u></p> <p><u>Journal of Economics & Business.</u></p> <p><u>Research in Economics.</u></p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	THEORY AND PRACTICE OF MANAGEMENT I				
Course Code	BSM-111				
Course Type	Elective				
Level	Undergraduate				
Year / Semester	1 / Two				
Teacher's Name	Dimitrios Bourletidis				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To present students with a clear, lively and engaging picture of the art and science of management and to cover the fundamentals of management and the emerging trends in different managerial functions, while conveying the excitement and achievements of contemporary management by including examples from a wide variety of organizations.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ acquire a clear, lively, and engaging picture of the art and science of management; ▪ explain the meaning of the fundamentals of management and the emerging trends while conveying the excitement and achievements of contemporary management; ▪ relate managerial theory with examples from a variety of organisations. 				
Prerequisites	None	Required			
Course Content	<p><i>Understanding Management today:</i> the evolution of management thought; management and society; comparative management.</p> <p><i>Fundamentals of planning:</i> the nature and purpose of planning; strategy planning and organisational objectives; strategies, policies, and planning premises; objectives.</p> <p><i>Decision making:</i> analysis of decision making as a rational process, with special attention given to evaluating alternative in light of goals sought; barriers to effective decision making; behavioural and quantitative tools for effective decision making.</p> <p><i>Fundamentals of organisational structure:</i> the nature of organizing and entrepreneuring; delegation of authority; centralisation and decentralisation; span of management; line and staff positions; departmentalisation; informal organisation.</p> <p><i>Organisation design:</i> management and organisation design; factors affecting organisation design; forms of organisation design.</p>				

	<p><i>Organisational change and innovation:</i> management and organisational change; organisational development; managing creativity and innovation.</p> <p><i>Management and motivation:</i> human factors in managing; motivation and motivators; theories of motivation; job enrichment.</p> <p><i>Leadership in organisations:</i> ingredients of leadership; trait approaches to leadership; behavioural theories of leadership; contingency theories of leadership; leader behaviour and styles.</p> <p><i>Management and communication:</i> the communication function in organisations; the communication process; barriers and breakdowns in communication; effective communication; electronic media and communication.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Robbins, S. P., Coulter, M. A., and Cenzo D. A. De., <i>Fundamentals of Management</i>, Global, Pearson Education, latest edition.</p> <p>Certo, S. C., and Certo S. T. <i>Modern Management: Concepts and Skills</i> plus Pearson MyLab Management with Pearson eText, Global ed., latest edition.</p> <p>Recommended Journals: Sloan Management Review : Harvard Business Review, Business Week. Academy of Management Review.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays, portfolio creation, project presentation etc. 20%).
Language	English

Course Title	BUSINESS LAW I				
Course Code	BSM - 112				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	1 / One				
Teacher's Name	Alexios Constantinou				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To introduce students to the legal environment of business, beginning with the structure of the legal system, and the sources and application of the law. In addition, the course examines the law of contract, from the formation of a valid contract to its basic requirements and interpretation.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ demonstrate knowledge and understanding of the basic principles of the English legal system, relevant legal institutions and principle areas of law which relate to business; ▪ explain and discuss the principal features of the law of contract; ▪ identify legal problems which arise in a business context, provide solutions to those problems and communicate their answers effectively; ▪ analyse legal issues which arise in a given business context; ▪ identify issues arising in areas of business law and identify and apply relevant legal rules. 				
Prerequisites	None	Required			
Course Content	<p><i>The English and Cyprus Legal System:</i> features of the legal system; sources of English law; the court system; dispute resolution; legal personnel; the doctrine of Judicial Precedent; statutory interpretation.</p> <p><i>Types of Business Enterprise:</i> main types of business enterprise; partnerships; companies; key distinctions between a sole trader, an ordinary partnership and a company.</p> <p><i>Contract:</i> formation of a contract; terms of a contract; vitiating factors; discharge of contract; remedies.</p> <p><i>Agency:</i> definition and creation of agency; authority and liability of an agent; rights and duties of an agent; duties of a principal; termination of agency; an introduction to employment law; contracts of employment; the fixed-term Employees regulations; the working time regulations;</p>				

	termination of employment; wrongful dismissal, unfair dismissal and redundancy; discrimination in employment.
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading: Adams, A., <i>Law for Business Students</i>, Pearson, latest edition.</p> <p>Macintyre, E., <i>Business Law</i>, Pearson, latest edition.</p> <p>Recommended Journals: Journal of Business Law.</p> <p>Useful websites: www.cyprusbarassociation.org – Cyprus Bar Association. https://cypruscompanyformation.com.cy – Cyprus Legal System. https://www.papaphilippou.eu – CYPRUS BUSINESS LAW JOURNAL.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays,
Language	English

Course Title	ECONOMICS II				
Course Code	BSM - 120				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	1 / Two				
Teacher's Name	Eleftheria Ireiotou				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To familiarize students with the aggregate behaviour of the economy by providing an introduction to the economic analysis of key macroeconomic variables such as output, employment, inflation, interest rates and exchange rates.				
Learning Outcomes	<p>On completion of the course, students are expected to:</p> <ul style="list-style-type: none"> ▪ demonstrate knowledge of the major macroeconomic issues, policy objectives and national accounts. • understand the concept of macroeconomic modelling and how differing approaches fit into the modern debate on pluralism in macroeconomics. • demonstrate a detailed understanding of the extended Keynesian income-expenditure model alongside alternative models to represent a macro-economy. • understand the role of the commercial and central bank in the creation of money in the economy. • use the models covered to analyze a variety of fiscal and monetary policy choices to derive basic normative implications. ▪ demonstrate critical awareness of the exchange rate and interest rate mechanism for macroeconomic policy including pathologies such as the recent financial crisis and currency wars and Brexit. 				
Prerequisites	BSM-110	Required			
Course Content	<p>Money and the Financial Markets.</p> <p>The Market for Goods and Services.</p> <p>The Labour Market.</p> <p>Unemployment Duration.</p> <p>The Aggregate Supply Aggregate Demand Model.</p>				
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.				

Bibliography	<p>Recommended Reading:</p> <p>Sloman, J., and Garratt, D. <i>Essentials of Economics, 8th ed., Pearson Education, latest edition.</i></p> <p>Sloman, J., Guest J., and Garratt, D. <i>Economics, 10th ed., Pearson, latest edition.</i></p> <p>Begg, D., and Vernasca, G., Fischer, S., Dornbusch, R., <i>Economics, 11th ed, Mc-Graw-Hill, , latest edition.</i></p> <p>Perloff, M., <i>Microeconomics: Theory and Applications with Calculus, 4th Global Edition, Pearson, latest edition.</i></p> <p><u>Recommended Journals:</u></p> <p><u>Journal of Economics & Business.</u></p> <p><u>Research in Economics.</u></p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays,
Language	English

Course Title	THEORY AND PRACTICE OF MANAGEMENT II				
Course Code	BSM-121				
Course Type	Elective				
Level	Undergraduate				
Year / Semester	2 / Three				
Teacher's Name	Dimitrios Bourletides				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To enable students to understand the link between management theory and practice and to experience this through involving activities. It develops students; abilities to structure managerial problems using valid theory.				
Learning Outcomes	<p>On completion of the course, students should be able to:</p> <ul style="list-style-type: none"> ▪ argue and discuss the link between management theory and practice of management; ▪ describe the characteristics of Information resource management. ▪ outline the foundations of management control; ▪ design operations managing on on-going operations; ▪ describe the Human Resource Environment and the Human Resource process. 				
Prerequisites	BSM-111	Required			
Course Content	<p><i>Information resource management:</i> management and information; how managers use information; information systems; information system technology.</p> <p><i>Foundations of management control:</i> understanding management control; the control process; control in the organisation; managing effective control.</p> <p><i>Operations management:</i> understanding operations management; designing operations managing ongoing operations; managing quality and productivity in operations.</p> <p><i>Quality, productivity and customer satisfaction:</i> organisational performance today and tomorrow; management and quality; management and productivity; management and customer satisfaction.</p> <p><i>Human resource management:</i> the human resources environment; the human resource management process.</p> <p>Case Study.</p>				

	Integrated Video Cases.
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Taylor, S., and Robbins, S., <i>Theory and Practice of Management</i>, Pearson Education, latest edition.</p> <p>Robbins, S. P., Coulter, M. A., and Cenzo D. A. De., <i>Fundamentals of Management</i>, Global, Pearson Education, latest edition.</p> <p>Certo, S. C., and Certo S. T. <i>Modern Management: Concepts and Skills plus Pearson MyLab Management with Pearson eText</i>, Global ed.</p> <p>Recommended Journals:</p> <p>Sloan Management Review. Harvard Business Review, Business Week. Academy of Management Review.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three-hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays,
Language	English

Course Code	BUSINESS LAW II			
Course Title	BSM-122			
Course Type	Compulsory			
Level	Undergraduate			
Year / Semester	1 / Two			
Teacher's Name	Alexios Constantinou			
ECTS	5	Lectures / week	3	Laboratories / week
Course Purpose and Objectives	To complete the examination of the law of contract, and to introduce students to the law of negligence. On the whole, Business Law aims to equip the student with the skills necessary for dealing with legal transactions and legal problems involved in the business environment.			
Learning Outcomes	<p>On completion of this module, students should be able to:</p> <ul style="list-style-type: none"> ▪ demonstrate knowledge and understanding of the basic principles of the Cyprus and English legal system, relevant legal institutions and principle areas of law which relate to business; ▪ seek, handle and interpret legal materials; ▪ identify legal problems which arise in a business context, provide solutions to those problems and communicate their answers effectively; ▪ analyse legal issues which arise in a given business context; ▪ demonstrate an awareness of topical developments in the law and give appropriate responses to current developments in the context of the modern day environment; 			
Prerequisites	BSM-112	Required		
Course Content	<p><i>Reality of consent:</i> mistake; duress and undue influence; illegality.</p> <p><i>Discharge of contract:</i> performance and the doctrine of frustration.</p> <p><i>Discharge of liability:</i> remedies for breach of contract.</p> <p><i>The Law of Torts:</i> nature of tortious liability; negligence; negligent misstatement.</p>			
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.			
Bibliography	<p>Recommended Reading:</p> <p>Adams, A., <i>Law for Business Students</i>, Pearson, latest edition.</p>			

	<p>Macintyre, E., <i>Business Law</i>, Pearson, latest edition.</p> <p>Recommended Journals: Journal of Business Law.</p> <p>Useful websites: www.cyprusbarassociation.org – Cyprus Bar Association. https://cypruscompanyformation.com.cy – Cyprus Legal System. https://www.papaphilippou.eu – CYPRUS BUSINESS LAW JOURNAL.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays,
Language	English

Course Code	MANAGERIAL ECONOMICS I				
Course Title	BSM-210				
Course Type	Elective				
Level	Undergraduate				
Year / Semester	2 / Three				
Teacher's Name	Thanasis Raptis				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To introduce students to theoretical economic concepts and analytical tools relevant to firm management. This course prepares students to more advanced topics covered in Managerial Economics II.				
Learning Outcomes	<p>On completion of the course, students should be able to:</p> <ul style="list-style-type: none"> ▪ demonstrate a sound understanding of demand theory, costs and profit analysis, perfect and imperfect competition, and market and organisation structures; ▪ employ a rigorous approach to modeling economic problems; ▪ apply the appropriate techniques (including algebraic manipulations, linear regression, forecasting methods, linear programming and other management techniques) to find efficient solutions to these problems. 				
Prerequisites	BSM-120	Required			
Course Content	<p><i>Demand Theory and Analysis:</i> Demand Functions / Price and Income Elasticity;</p> <p><i>Estimation of Demand:</i> Statistical Estimation of Demand Functions; Linear Regression Models / Nonlinear Regression Models</p> <p><i>Business and Economic Forecasting:</i> Series Analysis / Smoothing Techniques</p> <p><i>Production and Cost Analysis:</i> Average and Marginal Costs / Short-Run versus Long-Run Cost, Returns to Scale; Economies of Scope and Scale; Learning Curves.</p> <p><i>Cost Minimization/Profit Maximization:</i> Linear Programming, Perfect/Imperfect Competition: <i>Perfect Competition / Monopolies / Non-Cooperative Oligopolies.</i></p>				

	<i>Long-Term Investment Decisions: Capital Budgeting Process / Firm's Cost of Capital / Cost-Benefit Analysis.</i>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended reading</p> <p>James R., McGuigan, R. Charles Moyer, Frederick H. deB. Harris, <i>Managerial Economics: Applications, Strategies and Tactics</i>, Cengage Learning, 2017, latest edition.</p> <p>eBook: McGuigan J. R., R. C. Moyer, F. H. deB. Harris, <i>Managerial Economics: Applications, Strategy and Tactics</i>, 13e, Cengage Learning, latest edition.</p> <p>Supplementary Readings:</p> <p>Baye, M.and Prince, J., <i>Managerial Economics & Business Strategy</i>, McGraw-Hill, latest edition.</p> <p>Recommended Journals:</p> <p>Journal of Economics & Business. Research in Economics.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays,
Language	English

Course Title	MANAGERIAL ECONOMICS II			
Course Code	BSM-220			
Course Type	Compulsory			
Level	Undergraduate			
Year / Semester	2 / Four			
Teacher's Name	Thanasis Raptis			
ECTS	5	Lectures / week	3	Laboratories / week
Course Purpose and Objectives	To apply economic and game theory concepts and analytical tools to the strategic management decisions of private firms in a relevant business context			
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ understand the role of strategic variables such as prices, quantities and advertising outlays as part of firms' profit maximizing decisions; ▪ use analytical tools and game-theoretic solution concepts to recommend an optimal decision to a firm and predict the outcome of its interaction with the competitors; ▪ understand how mergers, collusion, entry deterrence and product differentiation can be used by one or more market participants to affect the outcome of a strategic interaction. 			
Prerequisites	BSM-210	Required		
Course Content	<p>Game Theory Concepts - Strategic interaction, Min-max Equilibrium, Nash Equilibrium;</p> <p>Strategies and Markets - Competition, Market Power, Oligopoly Mergers - Mergers activity, Mergers Game-Theoretic Paradoxes, Vertical Mergers;</p> <p>Collusion - Cartels and tacit collusion, Sustainability of Collusion; Pricing - Personalized Pricing, Menu Pricing, Group Pricing, Behaviour-based Price Discrimination, Bundling.</p>			
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.			

Bibliography	<p>Recommended reading:</p> <p>James R., McGuigan, R. Charles Moyer, Frederick H. deB. Harris, <i>Managerial Economics: Applications, Strategies and Tactics</i>, Cengage Learning, latest edition.</p> <p>eBook: McGuigan J. R., R. C. Moyer, F. H. deB. Harris, <i>Managerial Economics: Applications, Strategy and Tactics</i>, 13e, Cengage Learning, latest edition.</p> <p>Baye, M.and Prince, J., <i>Managerial Economics & Business Strategy</i>, McGraw-Hill, latest edition.</p> <p>Dixit A., Skeath S., and D.H. Reiley <i>Games of strategy</i>, W. W. Norton, latest edition.</p> <p>Recommended Journals: Journal of Financial Economics.</p>
Assessment	<p>70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays,</p>
Language	<p>English</p>

Course Code	THE DYNAMICS OF THE CYPRUS ECONOMY				
Course Title	BSM-410				
Course Type	Elective				
Level	Undergraduate				
Year / Semester	3 / Five				
Teacher's Name	John Kaminarides				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To offer students a unified view of the structure of the Cypriot economy, analyse its weaknesses and strengths and evaluate its growth potentials.				
Learning Outcomes	<p>Upon successful completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ explain the structure of Cyprus economy; ▪ explain the role of the Central Bank in the Cyprus economy ▪ spot the strengths and weaknesses of the Cyprus economy ▪ evaluate the growth potentials of the Cyprus economy; ▪ identify the various types of problems the economy faces; ▪ argue and discuss money laundering and corporate governance. 				
Prerequisites	None	Required			
Course Content	<p>A study of the Cypriot economy: a brief history of Cyprus.</p> <p>The financial structure of the economy, balance of payments analysis.</p> <p>Growth of the economy: factors determining growth; the role of the government; planning the economy.</p> <p>Potentials and problems: regulation and government intervention; the financial and services sectors; the labour market.</p> <p>The role of the Central Bank; conducting monetary policy; open-market operations.</p> <p>The government budget: revenues from taxation; government expenditure.</p> <p>Planning for growth.</p>				

	<p>The tourist industry: dependence of economy on tourism; tourist promotion; regulation and classification of tourist services; seasonality pattern.</p> <p>Additional issues: money laundering and corporate governance.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>There is no published textbook; all reading will be given to students during the course of the lecture.</p> <p>Readings include, National Accounts, Bank of Cyprus Publications, and other relevant readings including Planning Bureau, Studies, Forecast, and various other, government, international and private studies.</p> <p>Also an up-to-date selection of articles from newspapers and journals is given to the students at the beginning of the course.</p> <p>Periodicals: Cyprus Economic Policy Review <i>Economia</i>. Central Bank of Cyprus, <i>Annual Report</i>, monthly. Central Bank of Cyprus, <i>Bulletin</i>, monthly. Department of Statistics and Research, <i>Economic Report</i>, annual.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays).
Language	English

Course Title	OPERATIONS RESEARCH			
Course Code	CIS-232			
Course Type	Elective			
Level	Undergraduate			
Year / Semester	3 / Six			
Teacher's Name	Christiana Paparoditi			
ECTS	5	Lectures / week	3	Laboratories / week
Course Purpose and Objectives	To introduce students to use quantitative methods and techniques for effective decisions–making; model formulation and applications that are used in solving business decision problems.			
Learning Outcomes	<p>On completion of the module, students should be able to:</p> <ul style="list-style-type: none"> ▪ to understand the characteristics of different types of decision-making environments and the appropriate decision making approaches and tools to be used in each type; ▪ to build and solve simple Transportation Models and Assignment Model. 			
Prerequisites	CST-125	Required		
Course Content	<p><i>Graphical Solution:</i> Straight lines, inequalities, solution area; objective function; minimization, maximization; method of best corner; infeasible solutions; alternative optima; unboundedness; degeneracy.</p> <p><i>The Simplex Method:</i> Initial table, entering and leaving variables, pivot row, improving the solution, new table; optimality rule; final table; the minimization problem; special cases; duality; dual variables; parallelism between the primal and the dual solution.</p> <p><i>Sensitivity Analysis:</i> Sensitivity analysis with the graphical method; sensitivity analysis with the simplex method.</p> <p><i>Transportation:</i> The transportation problem; the linear programming approach; the north west method; optimality rule; shadow prices; demand not equal to supply; maximization problem; the least-cost method; special cases; alternative optima; degeneracy; computer solutions.</p> <p><i>The Assignment Problem:</i> Optimality rule; the no-other-choice method; unequal dimensions; alternative optima; maximization; computer solutions;</p>			

	<i>Network Analysis</i> : Introduction; network diagram; activity-on-arrow and activity-on-node diagram; the minimal spanning tree problem; the maximal flow problem; the Critical Path Method (CPM); floats; crashing; cost-slope; allocation of resources.
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Hillier, S. and Lieberman G. <i>Introduction to Operations Research</i>, 10th ed., McGraw-Hill, latest edition.</p> <p>Anderson, D. <i>et al.</i>, <i>An Introduction to Management Science: Quantitative Approaches to Decision Making</i>, Cengage Learning, latest edition.</p> <p>Curwin Jon, and Roger Slater. <i>Quantitative methods for Business Decisions</i>, Cengage, latest edition.</p> <p>Recommended Journals:</p> <p>Management Science. Journal of Operations Management. Operations Research.</p>
Assessment	Each subject has a weight of 70% attributable to the end of semester examinations: (midterm 20%, final exam 50% of a three hours duration) and 30% to continuous assessment (attendance participation in-class discussions, 10%, assignments, seminars, tests, quizzes, video participation, case studies, student presentations etc. 20%).
Language	English

Course Title	COMPUTER SYSTEMS AND INTERNET TECHNOLOGY				
Course Code	CST-110				
Course Type	Elective				
Level	Undergraduate				
Year / Semester	1 / One				
Teacher's Name	Soteris Constantinou				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	This module provides an overview of the layered nature of computer systems and how the use of simple interfaces can make the design of complex and powerful systems possible.				
Learning Outcomes	<p>On successful completion of this module, students should be able to:</p> <ul style="list-style-type: none"> ▪ discuss the impact that growing sources of information such as the Internet are having on society ▪ identify and discuss examples of legal, ethical, security and privacy issues relating to the use of Internet based computer systems ▪ demonstrate an understanding of modern Internet tools and be able to create simple web sites including JavaScript scripting, forms and the use of Web-enabled Databases. 				
Prerequisites	None	Required			
Course Content	<p>Historical development of business information systems. Understanding information as a resource including, legal, ethical and privacy issues and security aspects. Categories of information systems and the level of support that they provide. How business transactions take place. The growth of electronic commerce.</p> <p>An introduction to the importance of the Internet and its various aspects including the Web and email. The architecture of the Web, URL, web servres and HTTP. Practical introduction to HTML – creating Web pages incorporating media. HTML forms and basic use of client side scripting (such as JavaScript) for input validation. Introduction to client side, in terms of a simple Web-enabled Database.</p> <p>Theoretical overview of the client server environment, to support the practical use of HTML, javaScript, and Access Databases detailed above.</p>				

Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>The Elements of Computing Systems, second edition, by Noam Nisan and Shimon Shoken, MIT Press, latest edition.</p> <p>Internet & World Wide web How to Program, 5/e Deitel M.H and Deitel P.J., Pearson Inc., latest edition, 1400pp.</p> <p>Recommended Journals:</p> <p>Social Science Computer Review (SSCR)</p> <p>INFORMS Journal on Computing.</p> <p>International Journal of Cloud Computing.</p>
Assessment	Each subject has a weight of 70% attributable to the end of semester examinations: (midterm 20%, final exam 50% of a three hours duration) and 30% to continuous assessment (attendance participation in-class discussions, 10%, assignments, seminars, tests, quizzes, video participation, case studies, student presentations etc. 20%).
Language	English

Course Title	QUANTITATIVE METHODS FOR ACCOUNTING AND FINANCE I				
Course Code	CST-115				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	1 / Two				
Teacher's Name	Konstantinos Bourletidis				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To equip students with essential mathematical and statistical skills relevant to the disciplines of accounting and finance.				
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> ▪ Identify the source of a quantitative problem, recognise the issues involved and produce an appropriate action plan; ▪ Distinguish between different mathematical techniques and applications; ▪ Translate a problem into a simple mathematical model to allow easier understanding and to facilitate problem solving; ▪ Compare the characteristics of different probability distributions relevant to accounting and financial research; ▪ Employ appropriate mathematical tools to solve financial problems; ▪ Be aware of the different types and applications of sampling techniques. 				
Prerequisites	None	Required			
Course Content	<p>Mathematics: Introductory Concepts of Financial Mathematics; interest and discounting; annuities; amortisation and sinking funds; Net Present Value; Bonds; Contingent Payments; Capital budgeting and depreciation.</p> <p>Statistics: Introductory Concepts of Inferential Statistics; discrete random variables; continuous random variables; sampling distributions, point estimation and confidence intervals; applications hypothesis testing; regression and correlation analysis; applications.</p>				
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.				
Bibliography	<p>Recommended Reading:</p> <p><u>Mathematics</u></p> <p>Croft, A., and Davison, R., <i>Foundation Maths</i>, 6/E, Pearson Education, latest edition.</p>				

	<p><u>Statistics</u></p> <p>Lind, D., Marchal, W., and Wathen, S., Basic Statistics for Business and Economics, McGraw-Hill Education, latest edition.</p> <p>Kazmier, L., Schaum's. <i>Outline for Business Statistics</i>. McGraw-Hill, latest edition.</p> <p>Recommended Journals: Journal of Mathematics and Statistics</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays.
Language	English

Course Title	QUANTITATIVE METHODS FOR ACCOUNTING AND FINANCE II				
Course Code	CST-125				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	1 / Two				
Teacher's Name	Konstantinos Bourletidis				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To prepare students for more quantitatively focused subjects offered across the whole suite of Accounting and Finance undergraduate programme,				
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> ▪ conduct rigorous hypothesis test using sample information; ▪ use linear regression models to estimate the relationship between variables; ▪ use correlation and regressive analysis to identify the strength and forms of relationships between variables; ▪ work collaboratively in a group to produce a comprehensive report based on the concepts covered in the module; ▪ critically analyse the various investment appraisal techniques; ▪ demonstrate an understanding of financial mathematics (amortisation, sinking fund, annuities etc). 				
Prerequisites	CST-115	Required			
Course Content	<p>Mathematics: Introductory Concepts of Financial Mathematics; interest and discounting; annuities; amortisation and sinking funds; Net Present Value; Bonds; Contingent Payments; Capital budgeting and depreciation.</p> <p>Statistics: Introductory Concepts of Inferential Statistics; discrete random variables; continuous random variables; sampling distributions, point estimation and confidence intervals; applications hypothesis testing; regression and correlation analysis; applications.</p>				
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.				
Bibliography	<p>Recommended Reading:</p> <p><u>Mathematics</u></p> <p>Croft, A., and Davison, R., <i>Foundation Maths</i>, 6/E, Pearson Education, latest edition.</p>				

	<p><u>Statistics</u></p> <p>Lind, D., Marchal, W., and Wathen, S., Basic Statistics for Business and Economics, McGraw-Hill Education, latest edition.</p> <p>Kazmier, L., Schaum's. <i>Outline for Business Statistics</i>. McGraw-Hill, latest edition.</p> <p>Recommended Journals: Journal of Mathematics and Statistics</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays,
Language	English

Course Title	FUNDAMENTALS OF TECHNOLOGICAL CHANGES				
Course Code	CST-126				
Course Type	Elective				
Level	Undergraduate				
Year / Semester	1 / Two				
Teacher's Name	Avgousta KYRIAKIDOU-ZACHAROUDIYOU / Christiana PAPARODITI				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	<p>The course explores the theoretical foundations for the study of digital innovation and organizational, technological and social change. It integrates concepts and perspectives of innovation from the field of information systems and a range of other disciplines of the social sciences. In completing this course students should be able to draw critically from existing theories in order to address issues of technology-based innovation, organizational change and information systems management.</p> <p>The lectures cover literature related to three broad themes: digital infrastructures; the socio-technical process of the construction of digital technologies; information technology, innovation and organizational change</p>				
Learning Outcomes	<p>On successful completion students should be able to demonstrate:</p> <ul style="list-style-type: none"> • an appreciation of the role of technological change in economic development, past and present • awareness of key models of the innovation process, their strengths and weaknesses • an understanding of the role of innovation in firm competitiveness and strategic advantage • an appreciation of the management, policy and regulatory challenges in relation to technological change and how firms and governments attempt to address them • The ability to critically appraise, synthesise and apply information systems and social science concepts and perspectives relevant to technological change. 				
Prerequisites	None	Required			
Course Content	<p>The course will act as a first introduction to management and social science perspectives on technological change innovation and how it has developed over time.</p> <p>The first part of the course will explore the nature of science and technology from social and economic perspectives and describe how technology impacts our changing world. Within this emerging</p>				

	<p>technologies will be discussed. It will also introduce the concept of technological innovation, exploring how understandings of the innovation process have developed from simple science-led or demand-pull linear models through to the interactive models currently favoured by social scientists, showing how the latter have developed progressively as empirical case studies of innovation have been amassed. The second part of the course will discuss the interplay between the markets, technology revolutions, and the organization, while relating the unique skill set required to manage innovation and innovation processes. Within this material on emerging innovation themes, including business model innovation, user innovation, crowd-sourcing, creativity, entrepreneurship, service innovation, public services, and more.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Joe Tidd and John R. Bessant (2018) <i>Managing Innovation: Integrating Technological, Market and Organizational Change</i>, John Wiley, latest edition</p> <p>Brynjolfsson E, <i>Wired for innovation</i>, Cambridge, MA, The MIT Press, latest edition</p> <p>Mazzucato M, <i>The entrepreneurial state: debunking public vs. private sector myths</i> (Anthem Books), latest edition.</p> <p>Ciborra, C., <i>From Control to Drift: The Dynamics of Corporate Information Infrastructures</i> Oxford, OUP, latest edition.</p> <p>Gawer, A. (ed), <i>Platforms, Markets and Innovation</i>, Cheltenham, Edward Elgar, latest edition.</p> <p>Mokyr Joel; <i>The Lever of Riches: technological creativity and economic progress</i>, Oxford University Press, latest edition</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays.
Language	English

Course Title	ACCOUNTING INFORMATION SYSTEMS				
Course Code	CST-214				
Course Type	Core				
Level	Undergraduate				
Year / Semester	2 / Three				
Teacher's Name	Stelios Kotsios				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	The primary purpose of this course is to show how current changes in accounting and technology affect accountant's future roles. It helps accounting students in experiencing the benefit of learning information technology/information services (IT/IS) concepts and using IT/IS skills in accounting.				
Learning Outcomes	<p>At the end of this module, students should be able to:</p> <ul style="list-style-type: none"> • Discuss the roles undertaken by accountants with respect to information systems; • Explain the purpose, assumptions, functions and implications of accounting systems within organisations (including the impact of web-based technologies on accounting information systems); • Explain the acquisition, documentation and management of accounting data; • Recognise the risks associated with accounting systems and the control practices required to mitigate those risks; and • Discuss the project methodology employed to develop, implement and maintain an accounting information system. 				
Prerequisites		Required			
Course Content	<ul style="list-style-type: none"> • The Purpose, Assumptions & Functions of Accounting Information Systems • Ethics, Fraud and AIS Controls • Managing Data in Accounting Systems • Documenting Business Processes • Business Processes – Revenue cycle • Business Processes – Expenditure Cycle • Systems Development Life Cycle • Computer Crime • Enterprise Risk Management • Enterprise Systems and Cloud Computing 				

Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies and simulations
Bibliography	<p>Recommended Reading:</p> <p>The required text for this course is: Kay, D. & Ovlia, A., Accounting Information Systems: The Crossroads of Accounting and IT, Pearson, latest edition.</p> <p>Supplementary Textbooks</p> <ul style="list-style-type: none"> • Simkin, M., Rose, J.M., and Strand, C.A., Core Concepts of Accounting Information Systems, latest edition, Wiley • Gelinas, U.J., Dull, R.B. and Wheeler, P.R., Accounting Information Systems , latest edition, South Western-
Assessment	Each subject has a weight of 70% attributable to the end of semester examinations: (midterm 20%, final exam 50% of a three hours duration) and 30% to continuous assessment (attendance participation in-class discussions, 10%, assignments, seminars, tests, quizzes, video participation, case studies, student presentations etc. 20%).
Language	English

Course Title	MANAGEMENT SCIENCE				
Course Code	CST-333				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	4 / Seven				
Teacher's Name	Thanasis Raptis				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To introduce students to business decision problems as quantitative models to allow the determination of optimal decisions and the effect of change in policy or environment.				
Learning Outcomes	<p>On completion of this course, students should be able to:</p> <ul style="list-style-type: none"> ▪ understand the management science approach in general and specifically in the areas of queuing, inventory, project and network management; ▪ know about a toolkit of management science models; ▪ apply a range of management science models to appropriate business decision problems; ▪ build management science models in an excel spreadsheet; ▪ appreciate the benefit and limitations of a quantitative modelling approach to solving business decision problems. 				
Prerequisites	CIS-232	Required			
Course Content	<p>Introduction to the Management Science Approach to Problem Solving and Decision Making.</p> <p>Inventory Modelling – quantitative models to determine optimal inventory policies.</p> <p>Queuing Analysis – quantitative models to determine the relationship between service provision and customer satisfaction with waiting times.</p> <p>Project Management – the PERT / CPM technique for project scheduling and optimal response to time and budget constraints.</p> <p>Network Management – the determination of optimal decisions involving network problems including shortest route, maximum flow and minimal spanning tree.</p> <p>Dynamic Programming – a general purpose optimisation technique that provides alternative approaches to network management.</p>				

Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Anderson, D. R. et al.. <i>An Introduction to Management Science: Quantitative Approach</i>, Cengage, latest edition.</p> <p>Recommended Journal:</p> <p>Journal of Management Science.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays,
Language	English

Course Title	ADVANCED INFORMATION SYSTEMS				
Course Code	CST-422				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	4 / Eight				
Teacher's Name	Konstantinos Alvertos				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	To enable students to explore several advanced issues in the development and use of computer based systems within an organisational structure; to provide a structured context for the discussion of those issues.				
Learning Outcomes	<p>On the completion of the course, students should be able to:</p> <ul style="list-style-type: none"> ▪ explore several advanced issues related to the development and use of computer based systems within an organisational structure; ▪ understand the relationship between system analysis and system design through the use of cases; ▪ demonstrate familiarity in the use of concepts of the traditional system development life cycle, problems with system development, bottom-up implementation, freezing the specifications, high maintenance costs, failure to meet user needs; ▪ prove mastery of skills in developing solutions using software packages and fourth generation development. 				
Prerequisites	CST-214	Required			
Course Content	<p>Advanced System Analysis and Design, relationship of system analysis and system design proven with cases.</p> <p>Overview of traditional system development life cycle, problems with system development, bottom-up implementation, freezing the specifications, high maintenance costs, failure to meet user needs. Developing solutions with software packages, fourth generation development.</p> <p>Overview of information system applications, examples of basic business systems, knowledge work, systems for offices and professionals.</p> <p>Artificial intelligence and expert systems and other intelligent techniques.</p>				

	<p>Management support systems, management information systems, individual and group decision support systems, executive support systems.</p> <p>ISO and information systems: the ISO procedures; implementation and authorisation.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>eBook: Laudon K.C. and Laudon Jane P., <i>Management Information Systems:Managing the Digital Firm</i>, Pearson Education, latest edition.</p> <p>eBook: Valacich, J.S., and Schneider, C., <i>Information Systems Today: Managing the Digital World</i>, latest edition.</p> <p>Daniels, N. C., <i>M&A Information Technology Best Practices</i> John Wiley & Son, latest edition.</p> <p>Recommended Journals: Management Science. Information Systems Journal. European Journal of Information Systems.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays,
Language	English

Course Title	LANGUAGE SKILLS IN PRACTICE I				
Course Code	PRL-235				
Course Type	Elective				
Level	Undergraduate				
Year / Semester	1 / One				
Teacher's Name	Despina Constantinou				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	The course reviews the basic structure of English writing; to acquaint students with the basic considerations of effective business writing; to introduce students to the layout and parts of business letters and memos; and to guide students in editing and composing routine business communication.				
Learning Outcomes	<p>Upon completion of the course students should be able to:</p> <ul style="list-style-type: none"> ▪ show familiarity with the basic considerations of effective business writing; ▪ demonstrate proficiency in editing and composing routine business communication; ▪ communicate effectively through the written word; ▪ write effectively memos and letters; ▪ compare the different writing styles and select the most suitable for business communication. 				
Prerequisites	None	Required			
Course Content	<p><i>Effective writing for work:</i> Considerations involved in preparing business documents, such as the audience who will read the document, the purpose for the writing, the appropriate and effective use of style and tone in the writing, and the accuracy and truth of the information provided.</p> <p><i>Elements of the writing process:</i> Definitions and illustration of brainstorming, outlining, drafting, editing and revising.</p> <p><i>Revising and editing, specifically:</i> Developing three of the most important characteristics of business writing--unity, coherence and completeness.</p> <p><i>Interoffice communications:</i> Purpose of memos; memo format; organization of memos; types of memos.</p> <p><i>Introduction to writing business letters:</i> Letter format and parts; arrangement of letters; preparing envelopes; handwriting vs. printing techniques.</p>				

	<i>Types of correspondence:</i> Routine enquiries and responses; transmittals. Customer relations letters, complaints and adjustments, credit and collection letters; letters for selling and promoting products and services.
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies
Bibliography	Recommended Reading: eBook: Kolin, P.C. <i>Successful Writing at Work</i> , Cengage, latest edition. Evans, V., and Doole, J., <i>Enterprise Grammar 4</i> , CEF Level: B2 Oxford Advanced Learner's Dictionary 9/e (HB), latest edition.
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays.
Language	English

Course Title	LANGUAGE SKILLS IN PRACTICE II				
Course Code	PRL-245				
Course Type	Elective				
Level	Undergraduate				
Year / Semester	1 / Two				
Teacher's Name	Despina Constantinou				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	The course aims to assist students in gaining knowledge of the types and workings of meetings within an organisation and to prepare them to compose the documentation for meetings such as notices, agenda and minutes; prepare students to compose business communications for a variety of business situations and to assist the student in the understanding, analysing and modifying business data in a variety of forms; introduce the student to the terminology and types of documentation used in a variety of office settings and to utilise exercises from those settings to polish the skills developed in previous semester.				
Learning Outcomes	<p>Upon completion of the course, students should be able to:</p> <ul style="list-style-type: none"> ▪ demonstrate writing and presentation skills; ▪ show the ability to write concise formal and informal reports and presentations; ▪ employ techniques to research, draft, compose, and edit professional documents; ▪ demonstrate ability to communicate information, present and defend their ideas, and persuade others to adopt their point of view; ▪ recognise the issues that new communication technologies raise for business writers; follow guidelines for writing appropriate and effective e-mail and learn to conduct on-line research. 				
Prerequisites	PRL -230	Required			
Course Content	<p><i>Building summarising skills:</i> Types, purposes and content of summaries; process of summarising; evaluative summaries; summarising correspondence.</p> <p><i>Understanding business data:</i> Building comprehension of business and technical passages, learning to understand, interpret and express in written</p>				

	<p>form the message of visually presented data, such as pie charts and bar charts, Gantt charts and various types of graphs.</p> <p><i>Writing short reports:</i> How to organize and present relevant data on any topic that a company or agency requires in order to monitor day to day operations and to make decisions in the short run.</p> <p><i>Meetings:</i> Value, structure, organisation and procedure of committees; preparation of notice of meeting, agenda and minutes.</p> <p><i>Special office tasks:</i> Terminology and documents used in Accounting, Insurance, Legal, Manufacturing, and other offices. Problem simulations. Case studies.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading: eBook: Kolin, P.C. <i>Successful Writing at Work</i>, Cengage, latest edition.</p> <p>Evans, V., and Doole, J., <i>Enterprise Grammar 4</i>, CEF Level: B2</p> <p>Oxford Advanced Learner's Dictionary 9/e (HB), latest edition.</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays).
Language	English

Course Title	INTRODUCTION TO SOCIAL PSYCHOLOGY			
Course Code	PSY-112			
Course Type	Elective			
Level	Undergraduate			
Year / Semester	1 / One			
Teacher's Name	Dimitrios Natsopoulos			
ECTS		Lectures / week		Laboratories / week
Course Purpose and Objectives	The course aims to introduce students to social psychology key concepts, theories and research and discuss the contribution of social psychology to understanding the individual as a social being.			
Learning Outcomes	<p>Upon completion of the course, students should be able to:</p> <ul style="list-style-type: none"> ▪ be familiar with the history and development of social psychology as a discipline; ▪ understand the relationship between social psychology and other areas of psychology; ▪ identify the variety of methods used in social psychology; ▪ discuss theory and research on social and anti-social topics; perception, attribution and inference; attitude, function, change; groups. 			
Prerequisites	None	Required		
Course Content	<p>Introduction to Social Psychology.</p> <p>The Person and the Situation.</p> <p>Understanding Ourselves and Others.</p> <p>Presenting the Self.</p> <p>Attitudes and Persuasion.</p> <p>Conformity, Compliance and Obedience.</p> <p>Affiliation and Friendship.</p> <p>Love and Romantic Relationships.</p> <p>Prosocial Behaviour.</p> <p>Aggression.</p> <p>Prejudice, Stereotype and Discrimination.</p>			

	<p>Groups.</p> <p>Social Dilemmas.</p> <p>Integrating Social Psychology.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Kenrick, D., Neuberg, S. L., Cialdini, R. B., <i>Social Psychology</i>, Pearson, latest edition.</p> <p>Hewstone, M., Klaus, J., Stroebe, W., <i>An Introduction to Social Psychology</i>, Wiley, latest edition.</p> <p>Baron, R. A., Branscombe, N. R., and Byrne, D. <i>Social Psychology</i>, Pearson, latest edition.</p> <p>Recommended Journals:</p> <p>Annual Review of Psychology.</p> <p>Journal of Personality and Social Psychology</p> <p>British Journal of Social Psychology</p> <p>European Journal of Social Psychology</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays).
Language	English

Course Title	WORK AND ORGANISATIONAL PSYCHOLOGY				
Course Code	PSY-227				
Course Type	Elective				
Level	Undergraduate				
Year / Semester	3 / Six				
Teacher's Name	Dimitrios Natsopoulos				
ECTS	5	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	<p>The course will allow you to study big questions about work and organisations: (e.g. does a perfect leader exist? Is it possible to be a happy and a productive worker? How to deal with work stress?).</p> <p>The purpose of this course is to provide you with a thorough grounding in some key areas of Work and Organizational Psychology (WOP). The aim will be to examine the contribution that WOP theory and research can make in contemporary organisations.</p> <p>The objective is to provide students with a critical understanding of research in the area by giving you the opportunity to discuss the cutting edge research findings and some WOP interventions. Also, the course will encourage you to take a scientist-practitioner perspective to organisational behaviour.</p> <p>As such, the course will be relevant to those students who hope to develop expertise in the area of WOP which is central to ensure productivity and well-being at work in the contemporary organisations.</p>				
Learning Outcomes	<p>On successfully completing the course, students will be able to:</p> <ul style="list-style-type: none"> • Evaluate traditional and contemporary approaches to the study of work and organisational psychology • Translate these approaches into organisational practice • Explain how Work on Psychology (WOP) theory and practice can inform understanding of human behaviour at the level of the individual, the group and the organisation • Understand and apply theoretical ideas to the development of practical strategies for tackling organisational behaviour and promoting well-being and productivity at work • Analyse and synthesise complex theories about human behaviour and organisational processes, engage in argument and persuasion about human behaviour at work and explain how to understand organisational behaviour • Draw on WOP theory to plan practical intervention strategies in organisations (i.e. to promote health at work, prevent stress, or create productive virtual teams). 				

Prerequisites	None	Required	
Course Content	<ul style="list-style-type: none"> • Introduction – what is work and organisational psychology? • Occupational stress • Groups and teams at work • Leadership • Communication in organisations • Reading week • Gender in the workplace • Impact of diversity • Diversity management • Space and performance • Organisational justice 		
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.		
Bibliography	<p>Core readings:</p> <ul style="list-style-type: none"> • Haslam, S. A., Psychology in organizations: The social identity approach, London: Sage, latest edition. • Schein, E. H., Organizational Psychology Englewood Cliffs, N.J.: Prentice Hall, latest edition. <p>Recommended readings:</p> <ul style="list-style-type: none"> • Anderson, N., Ones, D. S., Sinangil, H. K., Viswesvaran, C. (Eds.), Handbook of Industrial, Work and Organizational Psychology. Volume 2: Organizational Psychology, SAGE., latest edition • Haslam, S. A., van Knippenberg, D., Platow, M., and Ellemers, N. Social identity at work, latest edition. • Developing theory for organizational practice. New York: Taylor and Francis. • Haslam, S. A., Reicher, S. D. and Platow, M. J. The new psychology of leadership: Identity, influence and power. London and New York: Psychology Press, latest edition. 		
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays.		
Language	English		

Course Title	WORK PSYCHOLOGY FOR CAREER SUCCESS			
Course Code	PSY-421			
Course Type	Elective			
Level	Undergraduate			
Year / Semester	4 / Seven			
Teacher's Name	Dimitrios Natsopoulos			
ECTS	5	Lectures / week	3	Laboratories / week
Course Purpose and Objectives	The course aims to familiarise students with areas of work psychology, including personnel selection, individual differences, leadership, teamwork, motivation and stress in the workplace and career management. Through the application of psychological theory and research, this course aims to help students understand the relevance of psychology for building a successful work life.			
Learning Outcomes	<p>Upon completion of the course, students should be able to:</p> <ul style="list-style-type: none"> ▪ understand and evaluate theories and concepts regarding team working, leadership, motivation, stress and career management; ▪ develop an understanding of how psychological theory and concepts can be applied to real-life work situations; ▪ demonstrate an understanding of the role of individual and cultural differences at work. 			
Prerequisites	PSY-227	Required		
Course Content	<p>Psychology and success.</p> <p>Theories, laws and models in work psychology.</p> <p>The concept of self-awareness.</p> <p>Goals and obstacles to career – An intersectional approach.</p> <p>Personality and individual differences.</p> <p>A successful worker – the great thinker perspective.</p> <p>Health and work.</p> <p>Managing your resources.</p> <p>Self-discipline.</p> <p>Motivation and work.</p> <p>The influence of exogenous factors in success.</p>			

	<p>Groups and decision-making.</p> <p>The road to success – why pursue success at work.</p> <p>Communication and relationships.</p>
Teaching Methodology	A mixture of lectures and small group teaching (called classes, seminars, workshops or tutorials) plus case studies.
Bibliography	<p>Recommended Reading:</p> <p>Arnold, J., <i>Work psychology: Understanding human behavior in the workplace</i>, FT Publishing International, latest edition.</p> <p>Matthewman, L., Rose, A. and Hetherington, A., <i>Work psychology</i>, Oxford University press, latest edition.</p> <p>Recommended Journals:</p> <p>European Journal of work and organizational psychology</p> <p>Journal of occupation and organizational psychology</p> <p>Journal of Business and psychology</p>
Assessment	70% attributable to the end of semester exams: (midterm 20%, final exam 50% of a three hours duration), and 30% to continuous assessment (attendance and participation in class discussions, 10% on analysis of topical case studies, written reports, essays).
Language	English