

PLAN OF STUDIES

FACULTY: Faculty of Computer Science and Management

MAIN FIELD OF STUDY: Management

EDUCATION LEVEL: second-level studies

FORM OF STUDIES: full-time studies

PROFILE: general academic MS

SPECIALIZATION: Human Resource Management

LANGUAGE OF STUDY: English

In effect since 01.10.2021

Plan of studies structure (optionally)

1) in ECTS point layout (*space for scheme of plan*)

	CNPS	ECTS	CNPS	ECTS	CNPS	ECTS	CNPS	ECTS	
	840	28	870	29	895	33	900	30	
24									24
23									23
22									22
21									21
20	Employee Motivation and Engagement	2	Knowledge Economy	5	Compensation and Rewarding	3			20
19	60		150		75		Modern Trends in Human Resource Management	2	19
18	Creative Group Work	2	Blok Social Competences I	2	Managerial Accounting	6	60		18
17	60		60		180		Blok Social Competences II	2	17
16	Talent Acquisition & Recruitment		Resolving Group Conflicts	60			60		16
15	Management	3	2		Leadership in the Organization	5	Analytical Workshop	2	15
14	90		Competences Management	3	140		60		14
13	Human Resources Management	3	90				Blok Management	2	13
12	90		Employee Performance Appraisal	2	Training and Development	3	60		12
11	Basis of Social Science	2	60		75		Employer Branding	2	11
10	60		Employee Potential Assessment	2	Coaching	2	60		10
9	Contemporary Management	5	60		50		Performance Management in Human Resource Management	3	9
8	150		Research Methods in Human Resource Management	7	Blok Human Resource Management	3	90		8
7			210		75				7
6			Work Environment Physics II	2	Information Systems for Human Resource Management	50			6
5	Human Resource Analytics	5	60		2				5
4	150		Seminar I	2					4
3					MSc Thesis I	5			3
2	Risk Analysis in the Realization of Organizational Projects	6	Foreign Language II A1 lab A2	2	Seminar II	2	Foreign Language I B2+	1	2
1	180		60		50		30		1
	I		II		III		IV		

¹BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

²Traditional – enter T, remote – enter Z

³Exam – enter E, crediting – enter Z, For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

⁴University-wide course/group of courses – enter O

⁵DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

⁶Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

⁷KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

2) in hourly layout (*space for scheme of plan*)

	CNPS	ECTS	CNPS	ECTS	CNPS	ECTS	CNPS	ECTS	
	CNPS	ECTS	CNPS	ECTS	CNPS	ECTS	CNPS	ECTS	
	840	28	870	29	895	33	900	30	
24									24
23									23
22									22
21									21
20	Employee Motivation and Engagement		Knowledge Economy		Compensation and Rewarding		Modern Trends in Human Resource		20
19	10010		12000		00020		Management		19
18	Creative Group Work		Blok Social Competences I		Managerial Accounting		00002		18
17	00002		00002		11100		Blok Social Competences II		17
16	Talent Acquisition & Recruitment		Resolving Group Conflicts		Leadership in the Organization		00002		16
15	Management		00002		22000		Analytical Workshop		15
14	10020		Competences Management		00020		00020		14
13							Blok Management		13
12	Human Resources Management		20000		Training and Development		10001		12
11			Employee Performance Appraisal		00020		Employer Branding		11
10	Basis of Social Science		02000		Coaching		02000		10
9	20000		Employee Potential Assessment		00002		Performance Management in Human		9
8	Contemporary Management		10002		Blok Human Resource Management		Resource Management		8
7			Research Methods in Human		00002		11000		7
6			Resource Management						6
5			11100						5
4	Human Resource Analytics		10200		Information Systems for Human Resource		MSc Thesis II		4
3			Work Environment Physics II		Management		00060		3
2			00010						2
1	Risk Analysis in the Realization of		Seminar I		MSc Thesis I				1
	Organizational Projects		00001		00020		F. Language I B2+		
	20200		Foreign Language II A1 lab A2		Seminar II		01000		
			03000		00001		IV		
	I		II		III				

- ¹BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes
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- ⁴University-wide course / group of courses – enter O
- ⁵DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned
- ⁶Practical course / group of courses – enter P, For the group of courses – in brackets enter the number of ECTS points assigned to practical courses
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1. Set of obligatory and optional courses and groups of courses in semestral arrangement

Semester 1

Obligatory courses / groups of courses			Number of ECTS points 28															
No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours				Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr		sem	ZZU	CNPS	Total	DN ⁵ classes			BU ¹ classes	University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶
1	PSZ2505W	Employee Motivation and Engagement	1				K2 ZABZ W08 K2 ZABZ W11 K2 ZABZ W16 K2 IHRN W01	15	30	1	1	0,7	Z/T	Z		DN		S
2	PSZ2505P	Employee Motivation and Engagement				1	K2 ZABZ T04 K2 ZABZ T22 K2 ZABZ S02 K2 ZABZ S04 K2 IHRN T02	15	30	1	1	0,7	T	Z		DN	P	S
3	ZMZ2634S	Creative Group Work				2	K2 ZABZ T04 K2 ZABZ T20 K2 ZABZ T22 K2 ZABZ K02 K2 ZABZ K05 K2 ZABZ K09 K2 IHRN T01	30	60	2	2	1,4	T	Z		DN	P	S
4	ZMZ2635W	Talent Acquisition & Recruitment Management	1				K2 ZABZ W06 K2 ZABZ W08 K2 ZABZ W09 K2 ZABZ W16 K2 IHRN W01 K2 IHRN W02	15	30	1	1	0,7	Z/T	Z		DN		S
5	ZMZ2635P	Talent Acquisition & Recruitment Management				2	K2 ZABZ T04 K2 ZABZ T06 K2 ZABZ T22 K2 ZABZ K01 K2 ZABZ K02 K2 ZABZ K04 K2 ZABZ K05 K2 ZABZ K06 K2 ZABZ K07 K2 ZABZ K08 K2 IHRN T01 K2 IHRN T02	30	60	2	2	1,4	T	Z		DN	P	S
6	ZMZ2636W	Human Resource Management	2				K2 ZABZ W04 K2 ZABZ W05 K2 ZABZ W08 K2 ZABZ W09 K2 ZABZ W10 K2 IHRN W01	30	90	3	3	2,1	Z/T	E		DN		K

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³Exam – enter E, crediting – enter Z, For the group of courses – after the letter E, or Z, - enter in brackets the final course form (lec, cl, lab, pr, sem)
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⁵DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned
⁶Practical course / group of courses – enter P, For the group of courses – in brackets enter the number of ECTS points assigned to practical courses
⁷KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

[illegible]

Optional courses / groups of courses (minimum hours in semester, ECTS points)

[illegible]¹BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes²Traditional – enter T, remote – enter Z

³Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

⁴University-wide course /group of courses – enter O

5DN - number of ECTS points assigned to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

⁶Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

⁷KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

[illegible]

Altogether in semester

Total number of hours					Total number of ZZU hours	Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for IDN classes ⁵	Number of ECTS points for BU classes ¹
lec	cl	lab	pr	sem					
10	0	4	3	4	315	840	28	19,5	19,6

Semester 2

Obligatory courses / groups of courses

Number of ECTS points 25

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours				Learning effect symbol	Number of hours		Number of ECTS points		Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses							
			lec	cl	lab	pr		sem	ZZU	CNPS	Total			DN ⁵ classes	BU ¹ classes	T	E	University -wide ⁴	Concerni ng scientific activities ⁶	Practical ⁸	Type ⁷
I	EKZ2505W	Knowledge Economy	1						15	90	3	3	2,1							K	

¹BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

²Ttraditional – enter T, remote – enter Z

³Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec. cl, lab, pr, sem)

⁴University-wide course /group of courses – enter O

⁵DN - number of ECTS points assigned to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

⁶Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

7KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

Resource Management																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
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Optional courses / groups of courses (minimum 60 hours in semester, 4 ECTS points)

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points				Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes	University -wide ⁴			Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷	
1	JZL	Foreign Language I A1 lub A2		3					K3 ZABZ 119 K3 ZABZ 120 K3 ZABZ 121	45	60	2	0	1,4	T	Z	O		P	KO
		W08-HRM-ST-IIM/Block Social Competences I								30	60	2	2	1,4	T	Z		DN	P	S
2	SCZ2507S	Development of Personal Potential							K3 ZABZ 106 K3 ZABZ 120 K3 ZABZ 122 K3 ZABZ 101 K3 ZABZ 103 K3 ZABZ 104 K3 ZABZ 107 K3 ZABZ 109	30	60	2	2	1,4	T	Z		DN	P	S
3	ZMZ2643S	Communication in Social Media							K3 ZABZ 106 K3 ZABZ 120 K3 ZABZ 122 K3 ZABZ 101 K3 ZABZ 103 K3 ZABZ 104 K3 ZABZ 107 K3 ZABZ 109	30	60	2	2	1,4	T	Z		DN	P	S
		Total	0	3	0	0	2			75	120	4	2	2,8						

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⁴University-wide course /group of courses – enter O

⁵ DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

⁶Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses
 IDN – number of ECTS points assigned to the classes related to the university's academic activity in the discipline assigned to them in the main program

7KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses
 1 academic course / group of courses enter 1:1 on the group of courses in brackets enter the number of ECTS points assigned

Altogether in semester

Total number of hours					Total number of ZZU hours	Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for DN classes ⁵	Number of ECTS points for BU classes ¹
lec	cl	lab	pr	sem					
2	10	1	3	5	315	870	29	27	20,3

Semester 3

Obligatory courses / groups of courses

Number of ECTS points 30

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
1	ZMZ2645P	Compensation and Rewarding				2		K2 / A02 / T03 K2 / A02 / T04 K2 / A02 / T06 K2 / A02 / T07 K2 / A02 / T22 K2 / A02 / A02 K2 / A02 / A04 K2 / A02 / A06 K2 / A02 / A07 K2 / A02 / T02	30	75	3	3	2,1	T	Z		DN	P	S
2	FBZ2511W	Managerial Accounting	1					K2 / A02 / A06 K2 / A02 / A07 K2 / A02 / A08 K2 / A02 / A09 K2 / A02 / T02	15	60	2	2	1,4	T	E		DN		K
3	FBZ2511C	Managerial Accounting		1				K2 / A02 / T02 K2 / A02 / T03 K2 / A02 / T04 K2 / A02 / T06 K2 / A02 / T08 K2 / A02 / A01 K2 / A02 / A02 K2 / A02 / A04 K2 / A02 / A05 K2 / A02 / A07	15	60	2	2	1,4	T	Z		DN	P	K

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⁴University-wide course / group of courses – enter O

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Optional courses / groups of courses (minimum 30 hours in semester, 3 ECTS points)

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁴ classes	BU ¹ classes						
		W08-HRM-ST-11M/Block Human Resource Management					2		30	75	3	3	2,1	T	Z		DN	P	S
1	ZNM2647S	Diversity Management					2	<small>K2 / AK2 / I.20 K2 / AK2 / I.22 K2 / AK2 / K01 K2 / AK2 / K03 K2 / AK2 / K09 K2 / HKK1 / O.01</small>	30	75	3	3	2,1	T	Z.		DN	P	S
2	ZNM2648S	Developing Cultural Competences					2	<small>K2 / AK2 / I.20 K2 / AK2 / I.22 K2 / AK2 / K01 K2 / AK2 / K03 K2 / AK2 / K09 K2 / HKK1 / O.01</small>	30	75	3	3	2,1	T	Z.		DN	P	S
	Total		0	0	0	0	2		30	75	3	3	2,1						

Altogether in semester

Total number of hours					Total number of ZZU hours	Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for DN classes ⁵	Number of ECTS points for BU classes ¹
lec	cl	lab	pr	sem					
4	3	1	8	5	315	895	33	31	23,1

- ¹BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes
- ²Traditional – enter T, remote – enter Z
- ³Exam – enter E; crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)
- ⁴University-wide course /group of courses – enter O
- ⁵DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned
- ⁶Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses
- ⁷KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

Semester 4

Obligatory courses / groups of courses

Number of ECTS points 25

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses				
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷	
1	ZMZ2652P	Analytical Workshop				2		K3 ZABZ T03 K3 ZABZ T04 K3 ZABZ T14 K3 ZABZ T20 K3 ZABZ T22	30	60	2	2	1,4	T	Z		DN	P	S	
2	ZMZ2653C	Employer Branding		2				K3 ZABZ T03 K3 ZABZ T04 K3 ZABZ T06 K3 ZABZ T06 K3 ZABZ K04 K3 ZABZ K06 K3 HRN1 T01 K3 HRN1 T02	30	60	2	2	1,4	T	Z		DN	P	K	
3	ZMZ2654W	Performance Management in Human Resource Management	1					K3 ZABZ W04 K3 ZABZ W06 K3 ZABZ W07 K3 ZABZ W08 K3 HRN1 W02 K3 HRN1 W02	15	60	2	2	1,4	Z	E		DN		K	
4	ZMZ2654C	Performance Management in Human Resource Management		1				K3 ZABZ T04 K3 ZABZ T04 K3 ZABZ T06 K3 ZABZ T07 K3 ZABZ K02 K3 ZABZ K04 K3 ZABZ K05 K3 ZABZ K06 K3 HRN1 T01 K3 HRN1 T02	15	30	1	1	0,7	T	Z		DN	P	K	
5	ZMZ2651S	Modern Trends in Human Resource Management					2	K3 ZABZ T09 K3 ZABZ K01 K3 ZABZ K02 K3 HRN1 T01 K3 HRN1 T02	30	60	2	2	1,4	Z/T	Z		DN	P	K	
6	ZMZ2659D	MSc Thesis II				6		K3 ZABZ W06 K3 ZABZ W09 K3 ZABZ W10 K3 ZABZ T03 K3 ZABZ T06 K3 ZABZ T14 K3 ZABZ T16 K3 ZABZ T17 K3 ZABZ K01 K3 ZABZ K07 K3 ZABZ K09	90	480	16	16	11,2	Z/T	Z			P	S	
		Total	1	3	0	8	2		210	750	25	25	17,5							

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²Traditional – enter T, remote – enter Z

³Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

⁴University-wide course /group of courses – enter O

⁵DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

⁶Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

⁷KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

Optional courses / groups of courses (minimum 75 hours in semester, 5 ECTS points)

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/ group of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
1	JZL	Foreign Language II B2+		1				K2 Z/AB/ 118 K2 Z/AB/ 116 K2 Z/AB/ 117 K2 Z/AB/ 119 K2 Z/AB/ 120 K2 Z/AB/ 121	15	30	1	0	0,7	T	Z	O		P	KO
		W08-HRM-ST-II/M/Block Social Competences II					2		30	60	2	2	1,4	T	Z		DN	P	S
2	ZMZ2655S	Personal Branding					2	K2 Z/AB/ 108 K2 Z/AB/ 120 K2 Z/AB/ 121 K2 Z/AB/ 801 K2 Z/AB/ 808	30	60	2	2	1,4	T	Z		DN	P	S
3	ZMZ2656S	Public Speaking					2	K2 Z/AB/ 105 K2 Z/AB/ 120 K2 Z/AB/ 122 K2 Z/AB/ 801 K2 Z/AB/ 808	30	60	2	2	1,4	T	Z		DN	P	S
		W08-HRM-ST-II/M/Block Management	1				1		30	60	2	2	1,4		Z		DN		K
4	ZMZ2657W	Corporate Social Responsibility	1					K2 Z/AB/ W10	15	30	1	1	0,7	Z/T	Z		DN		K
5	ZMZ2657S	Corporate Social Responsibility					1	K2 Z/AB/ 108 K2 Z/AB/ 802 K2 Z/AB/ 807 K2 Z/AB/ 809	15	30	1	1	0,7	T	Z		DN	P	K
6	ZMZ2658W	Business ethics	1					K2 Z/AB/ W10	15	30	1	1	0,7	Z	Z		DN		K
7	ZMZ2658S	Business ethics					1	K2 Z/AB/ 105 K2 Z/AB/ 802 K2 Z/AB/ 807 K2 Z/AB/ 809	15	30	1	1	0,7	T	Z		DN	P	K
		Total	1	1	0	0	3		75	150	5	4	3,5						

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²Traditional – enter T, remote – enter Z

³Exam – enter E, crediting – enter Z, For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

⁴University-wide course /group of courses – enter O

⁵DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

⁶Practical course / group of courses – enter P, For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

⁷KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

Altogether in semester

Total number of hours					Total number of ZZU hours	Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for DN classes ⁵	Number of ECTS points for BU classes ¹
lec	cl	lab	pr	sem					
2	4	0	8	5	285	900	30	29	21

2. Set of examinations in semestral arrangement

Course / group of courses code	Names of courses / groups of courses ending with examination	Semester
ZMZ2636W	1. Human Resource Management	1
MAZ2580W	2. Risk Analysis in the Realization of Organizational Projects	
EKZ2505W	1. Knowledge Economy	2
ZMZ2642W	2. Research Methods in Human Resource Management	
FBZ2511W	1. Managerial Accounting	3
PSZ2507W	2. Leadership in the Organization	
ZMZ2654W	1. Performance Management in Human Resource Management	4

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²Traditional – enter T, remote – enter Z

³Exam – enter E, crediting – enter Z, For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

⁴University-wide course /group of courses – enter O

⁵DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

⁶Practical course / group of courses – enter P, For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

⁷KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

8. Plan of studies (attachment no.)

Approved by faculty student government/legislative body:

Date: 14.03.2016 Name and surname, signature of student representative: M. Olszowy, M. Olszowy

DZIEKAN

Date: 14.03.2016 Dean's signature: Katarzyna Iworek, prof. uczelni (3)

*A.L.B. is appropriate

- W - number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes
- L - laboratory - enter L; lecture - enter Z
- L sem - enter L; crediting - enter Z for the group of courses - enter the letter L or Z - enter in brackets the final course hours (use of lab. pr. sem)
- I - university-wide course group of courses - enter 1)
- UN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline designated to which the main field of study is assigned
- Practical course group of courses - enter p for the group of courses - in brackets enter the number of ECTS points assigned to practical courses
- K - general education courses; H - basic science courses; S - specialization course