

KAZAKH NATIONAL AGRARIAN RESEARCH UNIVERSITY

EDUCATIONAL PROGRAM DEVELOPMENT PLAN

MANAGEMENT

FOR 2024-2028

Recommended by the Academic Committee
of the Higher School "Business and Law"

Minutes No. 10 dated 12.06.2024

Reviewed at a meeting of the Department of
"Management and Organization of Agribusiness"

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Almaty, 2024

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1. Passport of the educational program development plan

1	Reasons for developing a development plan for the EP	Strategy and subject of the development plan of the EP in accordance with the educational policy of the Republic of Kazakhstan. Development strategy of the Kazakh National Agrarian University until 2028 Strategic development plan of the Department of Management and Organization of Agribusiness until 2028
2	The main developers of the development plan of the EP	Beisenova G.Sh., Ph.D., Professor Zhangirova R.N., Ph.D., Ass. Professor Employer: Chairman of the Board of the Kazakh Research Institute of Economics of Agro-Industrial Complex: B. Rustembaev
3	Deadlines for the implementation of the development plan of the EP	2024-2028
4	Volume and sources of funding	State budget and economic contractual basis
5	Expected final results of the implementation of the development plan of the EP	training of highly qualified competitive management personnel for the Republic of Kazakhstan, and primarily for the agricultural sector of the economy in accordance with the requirements of domestic and international standards.

1. Analytical justification of the program

2.1 Information about the educational program

The content of the educational program is established by the following documents:

□ License for conducting educational program KZ89LAA00031870, valid for an unlimited period, date of issue 08/05/2021.

State Compulsory Standard of Higher and Postgraduate Education. Order of the Minister of Science and Higher Education of the Republic of Kazakhstan dated July 20, 2022 No. 2. Registered in the Ministry of Justice of the Republic of Kazakhstan on July 27, 2022 No. 28916.

- Professional standard: "Activities in the field of planning and analysis of firm resources" Appendix No. 85 to the order of the Deputy Chairman of the Board of the National Chamber of Entrepreneurs of the Republic of Kazakhstan "Atameken" dated December 26, 2019 No. 263

- Professional standard: "Small (Medium) Firm Management" Appendix No. 95 to the order of the Deputy Chairman of the Board of the National Chamber of Entrepreneurs of the Republic of Kazakhstan "Atameken" dated December 26, 2019 No. 263.

The goal of the educational program 6B04102 - Management is to train new-generation managers with systemic knowledge and practical skills in the field of management that meet the modern requirements of the domestic and global labor market.

The educational program in the Master's degree program offers scientific and pedagogical (2 years) and specialized areas (1 and 1.5 years).

The goal of the educational program 7M04102 - Management is to train highly qualified scientific and pedagogical personnel who are competitive in the labor market, who have strong analytical, research and leadership qualities and teamwork skills for the development and adoption of decisions at all levels of economic relations.

The Master's program has 2 educational trajectories: No. 1 "Agricultural Management", No. 2 "Innovative Management".

2.2 Information about students

The contingent of students is presented in Table 1.

Table 1 - Contingent of students in the EP

curriculum of the program	6B04102- Management					7M04102- Management			
		Including					Including		
		Kaz.	Rus.	grant	negotiable		multilingual	grant	negotiable
	total					total			
2022-2023	29	25	4	7	22	1	1	-	1
2023-2024	31	20	11	5	26	1	1	-	1
2024-2025	35	23	12	6	29	3	3	1	2
2025-2026	36	25	11	7	29	5	5	2	3
2026-2027	38	27	11	8	30	8	8	4	4
2027-2028	39	30	9	9	30	9	9	5	4

2.3 Internal conditions for the development of the EP

The department has the appropriate material and technical support for training bachelors and masters. It is equipped with modern classrooms, technical teaching aids, visual and demonstration materials. There are 32 classrooms with 870 seats, including 11 lecture halls and 2 computer labs. The department has classrooms No. 401, 405, 407, 414, which contain technical teaching aids: LSD projectors, interactive whiteboards. Currently, new teaching technologies are used in the educational process. The department has 2 computer labs, each with 16 computers with a local network connection and unlimited Internet.

Educational programs are 100% provided with educational and methodological complexes of disciplines. The applied educational and methodological documents comply with current regulatory documents. Working curricula, academic calendars, catalogs of elective disciplines have been developed. The financial resources of the EP are allocated from the university budget, and are also provided by research and international projects. Information resources are provided by the university library. All students and faculty have access to the Internet, access to the university's local network. open WI-FI zones. The EP is fully staffed. The faculty of the department has personal computers and free access to the Internet.

2.4 Characteristics of the surrounding society

The basis of the educational environment is its social component, in relation to the EP - these are 90-year traditions and image of KazNAU, mutual responsibility, moral and emotional climate; social support for students, extracurricular activities (creative teams, sports sections, scientific communities, etc.). One of the key components is also an intellectual and developmental environment: modern technologies of developmental learning (interactive teaching methods), a system of electives (business games, excursions), a system of elective courses in various areas of educational programs for acquiring knowledge on a certain topic, a system of intellectual competitions of various levels (subject and interdisciplinary Olympiads, competitions, tournaments, intellectual marathons, games, etc.), a system of support for gifted students. All components of the educational environment structure are open, there is an opportunity to realize oneself, which leads to increased motivation for educational activities,

develops communication skills. Employers took part in the discussion of the EP development: from the research institute - Acting Director General of the Kazakh Research Institute of Economy of the AIC and RST Akimbekova G.U.

The university has created conditions for internships: programs have been developed, the content of which corresponds to the goals and objectives of training specialists; long-term and short-term agreements have been concluded for internships; during the internship, managers from the university and the internship base provide ongoing consultation to the student, guide, help to conduct professional activities, upon completion, students' reporting documentation is collected and analyzed, work is carried out to summarize the results of the internship and, together with the approved composition, the commission accepts students' credit for the results of the internship in accordance with the established procedure. The final assessment of the internship is determined as the assessment of the internship supervisor from the enterprise 100% and the assessment of the internship supervisor from the department upon presentation of the report 100%.

The result of satisfaction of students, teaching staff and employers with the places, conditions and content of internships, as well as the level of students and teachers is the opinion and feedback of organizations providing bases for internships. After completing a certain type of internship, a survey of students is conducted to identify the satisfaction of students with the places and organization of internship, and a survey of the heads of internship bases is conducted to assess satisfaction with the level of training of students.

Monitoring of internship and tracking the quality of its organization is carried out by the Department of Management and Organization of Agribusiness and the Department of Internship and Employment. As a result of monitoring, the Department of Internship and Employment and the Department form recommendations for improving the organization of internship.

The practice bases for OP 6B04102/7M04102/7M04117/7M04118- Management are: LLP "Kazakh Research Institute of Economics of the Agro-Industrial Complex and Rural Development", LLP "Business Lead", State Institution "Akimat of Zhualynsky District", LLP "Akzhol Asia", LLP "An gi An", LLP "Erkin Alem Consulting", LLP "Audit and Business Ortalygy KZ", LLP "Ventair", LLP "Republican Goat Farm", LLP "Direct Service" and others.

2.5 Information about the teaching staff implementing the educational program

2.6 The implementation of the bachelor's degree program in the field is provided by scientific and pedagogical staff in accordance with the requirements of the State Educational Standard of the Republic of Kazakhstan. The list of scientific and pedagogical workers involved in the implementation of this program is presented in the certificate of staffing of the educational process and staffing.

2.7 The human resources potential of the department is 23 people, including 4 part-time workers, of which: 4 doctors of economic sciences, 8 candidates of economic sciences, 2 PhDs, 9 masters of economic sciences.

2.8 The percentage of the department's faculty with a degree is 64.7%, the average age of the faculty is 50 years. For the master's degree program of the program, the percentage of the faculty with a degree is 100.0%.

2.9 In general, the program is provided with high-quality faculty.

2.10 The program is taught by experienced faculty with extensive teaching and scientific experience. Thus, the department employs leading scientists and practitioners with extensive experience in state economic structures and the State Planning Committee: Doctor of Economics, Professor Kerimova U.K., Doctor of Economics, Professor Akimbekova G.U., Doctor of Economics, Professor Mizanbekova S.K., Doctor of Economics, Professor Rustembaev B.E.

2.11 Six teachers of the department were awarded the title of "Best University Teacher": Professor Kerimova U.K., Professor Shalgimbaeva K.B., Professor Mizanbekova S.K., Professor Kaiyrbaeva A.E.

2.12 In order to integrate theory and practice and quickly adapt graduates to the professional environment, representatives from research institutes are hired as part-time workers. Thus, the

Chairman of the Board of the Kazakh Research Institute of Economy of the AIC, Doctor of Economics, Professor Rustembayev B.E. and Akimbekova G.U. were invited concurrently.

- 2.13** The teaching staff of the Department of Management and Organization of Agribusiness named after Kh.D. Churin annually improve their qualifications. 100% of the full-time teachers of the department have completed advanced training courses both in Kazakhstani universities and research centers, and abroad.
- 2.14** 13 employees of the department completed courses in the field of IT competence and online learning methods in the amount of 72 academic hours, organized by the Taraz Regional University named after M.Kh. Dulati. Candidate of Economics, Professor Shalgimbayeva K.B. completed a course on "Sustainable Development and ESG: Global Challenges. National Priorities, Effective Solutions" in the amount of 72 academic hours. Senior Lecturer Nurgozhaev A. completed a course on "Microeconomics and History Economics" 72 hours. And all teachers completed courses on the taught disciplines on the Coursera platform.
- 2.15** In order to improve the quality of training in the educational program, the teachers of the department take an active part in organizing International Schools on the basis of the university. Thus, the International Summer School 2023: "Agribusiness" was organized. The following speakers participated in the given areas of the school: 21 lecturers from 11 countries, including 15 lecturers (5 countries) from the near abroad and 6 lecturers (6 countries) from far abroad: Natalya Sergeevna Timofeeva, Candidate of Sciences (Economics), Associate Professor of the Department of Management, Buryat State Agricultural Academy, Russia; Sarah Pfaff, Head of the Erasmus+ project, Research Fellow, University of Nürtingen-Geislingen, Germany; Gulnarahan Khozhaniyazovna Utemuratova, Professor, Doctor of Sciences (Economics), Head of the Department of Management and Fundamentals of Economics, Honored Economist of the Republic of Karakalpakstan, Karakalpak State University named after Berdakh, Uzbekistan; Klychova Guzaliya Salikhovna, Head of the Accounting and Auditing Department, Doctor of Economics, Professor, Kazan State Agrarian University, Russian Federation; Kholova Shohista Abduvasitovna, Associate Professor, Department of Forestry and Landscape Design (PhD), Faculty of Forestry and Landscape Design, Tashkent State Agrarian University, Uzbekistan; Michal Lostak, PhD, Vice-Rector, Czech University of Life Sciences, Prague, Czech Republic; Alymov Atabek, PhD, Associate Professor, Postgraduate Student, Department of Economics and Regional Sciences, Hungarian University of Agriculture and Life Sciences; Teshabaeva Odina Nasriddinova, Assistant, Department of Economics and Service, Fergana State University; Brody Michael Samuel, Professor, Faculty of Environmental Science, American University, Washington D.C. USA, Visiting Professor, PhD Chief Lecturer, International Agricultural University, Tashkent, Uzbekistan; Associate Professor Dr. Mutia Sobiha Abd Halim, Sobiha binti Universiti Sultan Zainal Abidin, Terengganu, Malaysia; Joanna Rakowska, PhD, Associ. Professor, Dr. KhabHead of Department of Regional and European Studies, Department of Development Policy and Marketing, Institute of Economic Sciences; Dr. Iwona Pomianek, Vice-Dean of Faculty of Economics, Associate Professor of Department of Regional and European Studies, Department of Development Policy and Marketing, Institute of Economic Sciences, Warsaw University of Life Sciences - SGGW, Poland; Yulchiyev Asiljon Orikali ugli, Assistant Professor, Department of Economics and Service, Fergana State University, Uzbekistan; Parpieva Nurzhamal Rakparovna, Kyrgyz State University named after Scriabin Kirakosyan Ani Tigranovna, Researcher, PhD in Economics, Faculty of Agribusiness and Economics, Armenian National Agrarian University Armenia; Dr. Aram Aristakesyan (Prof. h.c. MNAU) Weihestephan-Triesdorf University of Applied Sciences (HSWT), Germany Head of the Department of International Further Education, International Master's Program MAM, MFM; Mirzaev Abdullajon Topilovich, D.Sc. (Econ.), Associate Professor, Head of the Department of Economics and Service; Asrakulov Abdurakhmon Sultonovich Head of the Department of Accounting and Economic Analysis, PhD, Associate Professor Fergana State University, Uzbekistan; Khonkeldieva Guzal Sherovna, Dean of the Faculty of Economics, Doctor of Economics, Professor, Mirsodikov Abdulla Tursunalievich, Associate Professor of the Department of Economics and Service, PhD, Fergana State University, Uzbekistan, Yatsukh Elena Alekseevna,

Doctor of Economics, Professor, Head of the Department of Finance, Accounting and Taxation, Tavris State Agrotechnological University named after Dmitry Motorny, Ukraine.

All professional information regarding the teaching staff is available and posted on the KazNAIU website: <https://kaznaru.edu.kz/>

2.16 Characteristics of the achievements of the EP.

The research work of the faculty of the department consists of implementing research projects under grants from the Ministry of Higher Education of the Republic of Kazakhstan, the Ministry of Agriculture of the Republic of Kazakhstan, providing consulting services to agricultural producers, publishing scientific articles, monographs in publications and speaking at scientific conferences. Thus, based on the results of scientific research of the faculty for the 2023-2024 academic year, 32 scientific papers were published, including:

- in scientific journals of the Scopus database -3;
- in journals recommended by the Committee for Control of Education and Science of the Ministry of Education and Science of the Republic of Kazakhstan -8;
- in scientific journals and conferences of the Republic of Kazakhstan - 19;
- in foreign conferences and journals (outside the country) - 6;
- including - in scientific journals and conferences of the RSCI database -1;
- monographs -3.

The teaching staff of the department conducted scientific research at the republican level on 3 projects:

1. Under grant funding for 2021-2023. Project AP09259262 Public-private partnership in the grain product subcomplex as a basis for intensive development of the agro-industrial complex. Supervisor - Tireuov K.M., Academician of the NAS RK. Total funding - 38,496,254 tenge.
2. Under grant funding for 2022-2024. Project AP14869793 Organizational and economic mechanism for sustainable development of enterprises of the feed industry of the agro-industrial complex using innovative and digital technologies. Supervisor - Mizambekova S.K., Doctor of Economics, Professor. Total funding - 47,498,943 tenge.
3. For grant funding for 2023-2026, the project Effective system of macroeconomic instruments of state regulation of innovative development of the agro-industrial complex of the Republic of Kazakhstan, Scientific supervisor - Kalykova B.B., Doctor of Economics, professor. Total funding amount is 66,305,298.5 tenge.

The total amount of funding for research and development under the grant of the Ministry of Higher Education of the Republic of Kazakhstan was 152,300,495.5. Per 1 teaching staff member, the amount of funding for research and development was 5,220,853.96 tenge. Master's students participate in each project.

The Department of Management and Organization of Agribusiness has created 2 scientific circles: "Economist" and "Manager".

The teaching staff of the department prepares students for international and republican research competitions in the current academic year:

M.B. Omarkulova prepared students: for participation in the subject Olympiad among students of higher educational institutions of the Republic of Kazakhstan in the economic disciplines "Economic Theory", "Micro and Macroeconomics", "Enterprise Economics" which was held from April 9 to 14, 2023 at the L.N. Gumilyov Eurasian National University.

Taking into account the requirements of the labor market and at the suggestion of employers, new elective disciplines are introduced into the working curricula and catalogs of elective disciplines.

One of the great achievements of the department is that we entered the Erasmus + Staff Mobility for Training between PROGRAME and PARTNER COUNTRIES project until 2021, as well as the Erasmus +, KA2, CBHE - project proposal for "Enhancement of Postgraduate Studies on Sustainable Agriculture and Future Farming Systems - SAGRIS" project.

3. Characteristics of the problems that the development plan of the educational program is aimed at solving, and justification of the need to solve them.

Today, the department has the following problems:

- insufficient proficiency of students and faculty in professional English;
- a decrease in the share of faculty with an academic degree providing educational programs due to their age;
- reduction in the contingent of the educational program;
- low availability of educational and methodological literature in a foreign language;
- lack of an established system for creating electronic textbooks and training programs;
- low motivation of the faculty of the department to publish scientific articles in journals with an impact factor.

4. The main goals and objectives of the educational program development plan.

The main goal of the educational program development plan is to improve it in accordance with the vision, mission and strategies of the university, aimed at forming competitive economic personnel in demand in the industries and spheres of the economy of Kazakhstan and in the world scientific and educational space, as well as for the development of a socially oriented, highly cultured and competent individual.

5. Expected final results of the implementation of the EP development plan.

Training of highly qualified competitive management personnel for the Republic of Kazakhstan, and primarily for the agricultural sector of the economy in accordance with the requirements of domestic and international standards.

6. Measures to reduce the impact of risks for the EP

Increasing the number of students, full provision of educational and methodological literature, concluding contracts with business entities for internships and further employment, timely planned purchase of modern equipment.

7. List of activities of the implementation plan of the EP

№	Events	Implementation deadlines
1	Improving the educational program of bachelor's and master's degrees taking into account the opinions of potential employers	2024-2028
2	Drawing up a plan for publishing textbooks, teaching aids and methodological recommendations for educational programs	2024-2028
3	Active implementation of academic mobility of students and teaching staff	2024-2028
4	Expansion of scientific cooperation and partnership relations with leading foreign universities and scientific centers, attraction of leading foreign scientists to perform scientific research and lecture for students	2024-2028
5	Equipping classrooms with modern equipment	2024-2028
6	Submission of applications for the competition for scientific projects of the Ministry of Agriculture, the Ministry of Higher Education of the Republic of Kazakhstan, etc., as well as those carried out by order of regional agricultural production cooperatives and business entities	2024-2028
7	Publication of scientific articles in journals included in the Web of Science and Scopus databases, in scientific journals with an impact factor	2024-2028
8	Passing independent national specialized accreditation for EP 6B04102/7M04102/7M04117/7M04118 - Management	2024-2028
9	Participation in the national ranking of educational institutions among universities of the Republic of Kazakhstan	ежегодно
10	Preparation and participation of students in the Republican Olympiads in EP 6B04102 - Management	2024-2028

11	Conclusion of agreements with specialized enterprises for the completion of industrial and research internships by students	2024-2028
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8. Mechanism for implementing the development plan of the EP

1. Legislative and regulatory acts: Law of the Republic of Kazakhstan "On Education" dated July 27, 2007 No. 319-III;
2. State program for the development of education in the Republic of Kazakhstan.
3. Development program of the non-profit joint-stock company "Kazakh National Agrarian University" for 2024 - 2028

9. Assessment of the socio-economic efficiency of the implementation of the development plan of the EP

As a result of the implementation of the development plan of the EP, it is expected to ensure the following socio-economic effects:

- improving the quality of vocational education and, as a result, the competitiveness of specialists;
- training graduates who meet the needs of potential employers;
- increasing the role of employers in training professional personnel;
- increasing the demand for qualified personnel, optimizing their age structure;
- expanding opportunities for professional self-realization of young people;
- preventing the outflow of promising teaching staff to other industries;
- updating the educational and material base (educational and laboratory, computer and technological base that meets modern requirements and standards).

10. SWOT analysis

<p><i>S – strength</i></p> <ul style="list-style-type: none"> - Powerful university infrastructure - Highly qualified teaching staff - included in the top 400 universities in the world ranking of the QS agency. - all levels of the Management program have international accreditation for a period of 5 years - convenient location of the building; - high degree rate; - technical support of the educational process AIS Platonus; - accessible broadband Internet; - status of national research university - presence of a military department - access to international platforms 	<p><i>W – weakness</i></p> <ul style="list-style-type: none"> - insufficient publication activity of the teaching staff; - insufficient participation of students in research competitions and olympiads; - lack of external academic mobility of students; - weak material and technical base
<p><i>O – opportunity</i></p> <ul style="list-style-type: none"> - academic mobility of teaching staff; - academic mobility of students; - summer schools for advanced training of teachers; - provision of state and local grants; - active student life. 	<p><i>T – threat</i></p> <ul style="list-style-type: none"> - Increasing competition from other universities; - Decreasing interest among applicants in obtaining higher education - Decreasing popularity of the EP

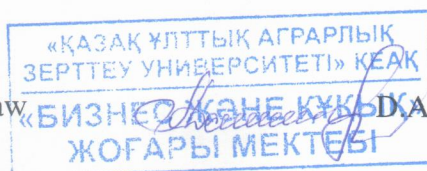
11. Model of a graduate of this educational program.

As a result of training, the graduate must:

	6B04102 - Management	7M04102/7M04117/7M04118 Management
Be able to:	<ul style="list-style-type: none"> - develop and justify options for effective business decisions; - express and justify your position on the choice of methods for solving the assigned tasks; - analyze the economic situation that arises when solving the assigned task and choose the optimal tactics from an economic point of view; - analyze and process information from various sources; - solve non-standard problems, forecast economic processes; - professionally solve practical issues of economic activity of an enterprise and organization, choose options for the most effective development of an economic entity; - interpret and apply legal norms to specific production situations, legally correctly qualify facts and circumstances. 	<ul style="list-style-type: none"> - integrate knowledge obtained in the study of various disciplines, use it to solve analytical and management problems; - apply scientific methods of cognition in professional activities; - analyze the activities of economic entities, make scientifically substantiated conclusions; - evaluate the effectiveness of projects taking into account the uncertainty factor; - make a forecast of the main socio-economic indicators of the activities of an enterprise, industry, region and the economy as a whole; - conduct a professional conversation in an international environment in a foreign language, maintain a conversation on a wide range of scientific, technical and pedagogical issues; - summarize the results of research and analytical work in the form of a dissertation, scientific article, report, analytical note, etc.
Know and understand:	<ul style="list-style-type: none"> - fundamental problems of the functioning of the economy, the mechanism of action and manifestation of economic laws, as well as the main features of the leading schools and areas of economic science; - the main events of world and domestic economic history, the course of ongoing reforms in light of the implementation of the Strategy "Kazakhstan - 2050", development trends in the field of modern business. 	<ul style="list-style-type: none"> - economic laws of the market economy and their manifestations, processes of globalization and internationalization occurring in the modern world; - main trends in the development of modern business; - fundamental principles of all functional areas of management activity at the enterprise level; - the current state of the economic, political, legal, cultural and technological environment of global business partnership.

<p>Be competent:</p>	<ul style="list-style-type: none"> - collect, analyze and process data necessary to solve the set economic problems; - solve standard tasks of professional activity using information and communication technologies, taking into account the basic requirements of information security; - analyze and interpret indicators characterizing socio-economic processes and phenomena at the micro and macro levels, both in Kazakhstan and abroad; - develop measures to ensure an economy regime, increase the profitability of production, competitiveness of manufactured products, labor productivity; - find new market opportunities and formulate a business idea. 	<ul style="list-style-type: none"> - demonstrate developing knowledge and understanding gained at higher education level that provides the basis for, or opportunity for, original development or application of ideas, often in the context of research; - apply knowledge, understanding and problem-solving ability to new or unfamiliar situations in the contexts and frameworks of wider (or interdisciplinary) areas related to the area of study; - integrate knowledge, cope with complexity and make judgements on the basis of incomplete or limited information, taking into account the ethical and social responsibilities for the application of that judgement and knowledge; - communicate their findings and knowledge and their rationale clearly and articulately to specialists and non-specialists; - continue to learn independently.
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Dean of the Higher School of Business and Law



Azhinurina

Head of the Department
of Management and Organization of Agribusiness

G.Sh. Beisenova

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