

**SYLLABUS INFORMATION ACCORDING TO ARTICLE NB 4 FROM THIS STATUTE  
(ADDITION NB 3)**

**HEALTH MANAGEMENT**

		<b>First academic year – First term</b>			
	Code	Title of the course	Number of ECTS Credits	Hours	Total*
1	4EK100112	Principle of Economics	8	3+2+2	216
2	2FI104312	Mathematics 1	8	3+2+2	216
3	2FI110112	Informatics	6	2+2+1	156
4	UGD102712	Sport and recreational activities	0		
		<b>Two optional (faculty)courses I</b>			
5		Optional course	4	2+1+1	120
6		Optional course	4	2+1+1	120
		Total ECTS	8		
	<b>Total ECTS for the First term</b>		<b>30</b>	<b>12+8+7</b>	<b>828</b>
		<b>Optional (faculty)courses</b>			
	4EK135912	Epidemiology of public health	4	2+1+1	120
	4EK133012	Law and Ethics in Health Management	4	2+1+1	120
	4EK130412	E-Business	4	2+1+1	120
	4EK102312	Sustainable Development	4	2+1+1	120
		<b>First academic year – second term</b>			
	Code	Title of the subject	Number of ECTS Credits	Hours	Total*
7	4EK101012	Health economics	8	3+2+2	216
8	4EK133112	Management Information systems	6	2+2+1	156
9	4EK120112	Financial accounting	6	2+2+1	156
		<b>One optional (faculty) course I</b>			
10		Optional course	4	2+1+1	120
		<b>One optional(university)course II</b>			
11		Optional(university)course	6	2+1+1	156
	<b>Total ECTS for the second term</b>		<b>30</b>	<b>11+9+6</b>	<b>804</b>
		<b>Optional (faculty) courses</b>			
	4EK132112	Entrepreneurship	4	2+1+1	120
	4EK130112	Marketing	4	2+1+1	120

		<b>Second academic year – Third term</b>			
	Code	Title of the course	Number	Hours	Total*

			of ECTS Credits		
12	4EK133212	Health management	8	3+2+2	216
13	4PR102012	Commercial Law	8	3+2+2	216
14	4EK135712	Public health	6	2+2+1	156
		<b>Two optional (faculty)courses I</b>			
15		Optional course	4	2+1+1	120
16		Optional course	4	2+1+1	120
		Total ECTS	8		
	<b>Total ECTS for the third term</b>		<b>30</b>	<b>12+8+7</b>	<b>828</b>
		<b>Optional(faculty)courses</b>			
	4EK104012	Business language 2	4	2+1+1	120
	4EK130512	Marketing research	4	2+1+1	120
	4EK100312	Microeconomics	4	2+1+1	120
		<b>Second academic year – Fourth term</b>			
	Code	Title of the course	Number of ECTS Credits	Hours	Total*
17	4EK101712	Pharmacology and pharmacoeconomics	8	3+2+2	216
18	4EK102412	Health statistics and data analysis	6	2+2+1	156
19	4EK110112	Finance	6	2+2+1	156
		<b>One optional(faculty)course I</b>			
20		Optional course	4	2+1+1	120
		<b>One optional(university) course II</b>			
21		University optional courses	6	2+1+1	156
	<b>Total ECTS for the fourth term</b>		<b>30</b>	<b>11+9+6</b>	<b>804</b>
		<b>Optional(faculty)courses</b>			
	4EK104012	Business language 3	4	2+1+1	120

		<b>Third academic year – Fifth term</b>			
	Code	Title of the course	Number of ECTS Credits	Hours	Total*
22	4EK133412	Human resource management	8	3+2+2	216
23	4EK110712	Health and social Insurance	8	3+2+2	216
24	4EK133512	Planning, analysis and cost control in health sector	6	2+2+1	156
		<b>Two optional(faculty)courses I</b>			
25		Optional course	4	2+1+1	120
26		Optional course	4	2+1+1	120
		Total ECTS	8		
	<b>Total ECTS for the V (fifth) term</b>		<b>30</b>	<b>12+8+7</b>	<b>828</b>
		<b>Optional(faculty)courses</b>			
	4EK104212	Business language 4	4	2+1+1	120
	4EK102212	Contemporary national health systems	4	2+1+1	120
	4EK134412	Management of change and innovations	4	2+1+1	120
		<b>Third academic year – Sixth term</b>			
	Code	Title of the course	Number of ECTS Credits	Hours	Total*
27	4EK136012	Contemporary health policies	8	3+2+2	216
28	4EK111412	Health care system of Republic of Macedonia	6	2+2+1	156
29	4EK134512	Business planning	6	2+2+1	156
		<b>One optional(faculty)course I</b>			
30		Optional course	4	2+1+1	120
		<b>One optional(university) course II</b>			
31		Optional(University)courses	6	2+1+1	156
	<b>Total ECTS for the sixth term</b>		<b>30</b>	<b>11+9+6</b>	<b>804</b>
		<b>Optional(faculty)courses</b>			
	4EK104012	Business language 3	4	2+1+1	120

		<b>Fourth academic year – seventh term</b>			
	Code	Title of the course	Number of ECTS Credits	Hours	Total*
32	4EK133712	Management of public and private hospitals	8	3+2+2	216
33	4EK133812	Economics, organization and financing of local health	8	3+2+2	216
34	4EK133912	Strategic Management	6	2+2+1	156
		<b>Two optional(faculty)courses I</b>			
35		Optional course	4	2+1+1	120
36		Optional course	4	2+1+1	120
		Total ECTS	8		
	<b>Total ECTS for the seventh term</b>		<b>30</b>	<b>12+8+7</b>	<b>828</b>
		<b>Optional(faculty)courses</b>			
	4EK104412	Business language 6	4	2+1+1	120
	4EK110912	Health Investments	4	2+1+1	120
	4EK135812	Environmental health and labor medicine	4	2+1+1	120
		<b>Fourth academic year – eighth term</b>			
	Code	Title of the course	Number of ECTS Credits	Hours	Total*
37		<b>Graduate exam</b>	8	0+0+8	192
38	4EK134012	Total Quality Management in Health care	6	2+2+1	156
39	4EK135212	Project Management	6	2+2+1	156
		<b>One optional(faculty)course I</b>			
40		Optional course	4	2+1+1	120
		<b>One optional(university)course II</b>			
41		Optional(University)courses	6	2+2+1	156
	<b>Total ECTS for the VIII(eighth)</b>		<b>30</b>	<b>8+7+12</b>	<b>780</b>
		<b>Optional(faculty)courses</b>			
	4EK134112	Conflict management	4	2+1+1	120
	4EK140412	Risk management	4	2+1+1	120

\*\*\*optional=elective

### Statistical indicators of the study program:

Table 1: Course structure of the study program:

Course type	number	credits	total
<b>Mandatory courses (8) credits</b>	12	8	96
<b>Mandatory courses (6) credits</b>	12	6	72
<b>Mandatory courses (0) credits</b>	1	0	0
<b>Optional(faculty) courses I</b>	12	4	48
<b>Optional(university) courses II</b>	4	6	24
<b>Total</b>	<b>41</b>		<b>240</b>

Табела 2: Course type and its participation in the total %

Course type	number	%
<b>Mandatory courses</b>	25	60.97561
<b>Optional(faculty)courses I</b>	12	29.26829
<b>Optional(university)courses II</b>	4	9.756098
<b>Total</b>	<b>41</b>	<b>100</b>

Addition number 3		Course Syllabus I cycle of studies			
1.	Title of the course	Principle of Economics			
2.	Code	4EK100112			
3.	Curriculum	Financial management; International economics; Health management; Management and entrepreneurship; Accounting and audit; Marketing, Banking, finance and insurance			
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics			
5.	Cycle of studies (I, II, III cycle)	I cycle of studies (2+2+2)			
6.	Academic year/term	First year/ I term	7.	ECTS credits	8
8.	Teacher	Full professor Krume Nikoloski			
9.	Preconditions of the enrollment of the course	/			
10.	Course objectives(Competencies): How in market conditions consumer maximizes satisfaction, and enterprises optimize production and maximize profits acting in different market structures; Why economics is a science of choice and how market economies resolves the central economic problem; What are the responsibilities of government regulation of businesses and correcting areas of market failure; How to define key macroeconomic aggregates: gross domestic product, inflation, unemployment, savings, investments, exchange rate etc, which is their essence and what are their links and interdependence; to understand the essence domestic and limitations of key macroeconomic policies and their use in different stages of economic cycle				
11.	Contents of the course: The course will cover the following topics:				

	Introduction to economic science, Fundamental economic problems, Basic elements of demand and supply, Theory of consumer choice; Basics of the theory of production, Cost analysis, Market structures - perfect competition, monopoly, oligopoly, Markets of production factors and determining the prices of capital, land and labor; State and business - the failures of market and economic regulation of the state; Key macroeconomic terms, Gross domestic and Gross national product, Economic growth and productivity, Economic cycles, Consumption, Savings and investments: Cash and banks; inflation and unemployment, fiscal and monetary policy; International Economics - International exchange of goods and production factors; Balance of payments, Exchange rate; Modern macroeconomic schools				
12.	Learning methods: Oral and writing method of presentation				
13.	Total disposable study hours		156		
14.	Distribution of the disposable study hours		2+2+1		
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures	2 hours	
		15.2.	Practical (laboratorial, auditorium), seminars, team working	2 hours	
16.	Other forms of teaching activities	16.1.	Learning of teaching material		
		16.2.	Preparations for practical	1 hours	
		16.3.	Consultation	1 hour	
17.	Method of evaluation				
	17.1.	Tests& colloquiums			70 scores
	17.2.	Seminar work/ project ( presentation: written and oral)			10 scores
	17.3.	Active role& Activity and participation			20 scores
18.	Evaluation criteria (scores/ grade)		under 50 scores	5 (five) (F)	
			from 51 to 60scores	6 (six) (E)	
			from 61 to70 scores	7 (seven) (D)	
			from 71 to 80scores	8 (eight) (C)	
			from 81to 90 scores	9 (nine) (B)	
			from 91 to 100 scores	10 (ten) (A)	
19.	Precondition for getting a Professor's signature and passing of the final exam		Success of 60% of the colloquiums and the final exam		
20.	Language of teaching		Macedonian, English		
21.	Quality evaluation method of the teaching process		Self evaluation		

22.	Literature					
	22.1.	Obligatory literature & Required text				
		Ordinal number	Author	Title	Publisher	year

		1.	Taki Fiti	Principle of Microeconomics	Faculty of economy, Skopje	2004
		2.	Taki Fiti	Principle of Macroeconomics	Faculty of economy, Skopje	2004
		3.				
	22.2.	Additional literature				
		Ordinal number	Author	Title	Publisher	year
		1.	Mankiw G.	Principles of Economics, Third Edition	Thomson South-Western, London	2004
		2.	Stiglitz J., Walsh C.	Economics, Third Edition	Norton & Company, New York	2002
		3.				

**MATEMATIKA 1**  
**INFORMATIKA**  
**SPORT I REKREACIJA**

Addition number 3		Course Syllabus I cycle of studies				
1.	Title of the course	Epidemiology of public health				
2.	Code	4EK135912				
3.	Curriculum	Health Management				
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics				
5.	Cycle of studies (I, II, III cycle)	I cycle of studies				
6.	Academic year / term	First year /(first)term	7.	ECTS credits	4	
8.	Teacher	Professor Krume Nikoloski				
9.	Preconditions of the enrollment of the course					
10.	Course objectives(Competencies): To note the difference in the roles and relationship between epidemiology and biostatistics in preventing diseases and improving the health of the population and after completing the course students will be able to apply principles of epidemiology and biostatistics in preventing diseases and improving the health of the population.					
11.	Contents of the course: Principles and methods of epidemiological research, data base, use of classical statistical approaches to describe the health, dynamics of disease, use of rates, ratios and proportions, methods of direct and indirect adjustment, clinical survival tables, different epidemiological study design for studying the relationship between risk factors and diseases outcomes, application in the field of health services, screening, genetics and environmental policy, legal and ethical issues related to epidemiology and biostatistics.					

12.	Learning methods: Oral and writing method of presentation				
13.	Total disposable study hours		120		
14.	Distribution of the disposable study hours		2+1+1		
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures	2 hours	
		15.2.	Practical (laboratorial, auditorium), seminars, team working	1 hours	
16.	Other forms of teaching activities	16.1.	Learning of teaching material		
		16.2.	Preparation for practical		
		16.3.	Consultations	1 hours	
17.	The method of evaluation				
	17.1.	Tests& colloquiums		70 scores	
	17.2.	Seminar work/ project ( presentation: written and oral)		10 scores	
	17.3.	Active role &activity and participation		20 scores	
18.	Evaluation criteria (scores/ grade)		under 50 scores		5 (five) (F)
			from 51 to 60scores		6 (six) (E)
			from 61 to70 scores		7 (seven) (D)
			from 71 to 80 scores		8 (eight) (C)
			from 81 to 90 scores		9 (nine) (B)
			from 91 to 100scores		10 (ten) (A)
19.	Precondition for getting a Professor's signature and passing of the final exam		Success of 60% of the colloquiums and the final exam		
20.	Language of teaching		Macedonian, English		
21.	Quality evaluation method of the teaching process		Self evaluation		

22.	Literature					
	22.1.	Obligatory literature& Required text				
		Ordinal number	Author	Title	Publisher	year
		1.	Gordis, L.	<i>Epidemiology</i> . Third edition	Elsevier Saunders	2004
		2.	Pagano, M. and Gauvreau, K.	<i>Principles of Biostatistics</i>	Wadsworth	2000
		3.				
	22.2.	Additional literature				
		Ordinal number	Author	Title	Publisher	Year
		1.				



		2.				
		3.				

Addition number 3		Course Syllabus I cycle of studies				
1.	Title of the course	Law and Ethics in Health Management				
2.	Code	4EK133012				
3.	Curriculum	Health Management				
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics				
5.	Cycle of studies (I, II, III cycle)	I cycle of studies				
6.	Academic year / term	First year/ I term	7.	ECTS credits	4	
8.	Teacher	Assistant professor Biljana Gorgeska Assistant M.Sc. Marina Radosavljevik Bojceva				
9.	Preconditions of the enrollment of the course					
10.	Course objectives(Competencies): The goal is for students to gain knowledge of this scientific field and, above all, to embrace the true moral values, skills in building the basic principles of health and health care, to respect the law and regulations and apply evidence in achieving the set of goals by implementing appropriate measures.					
11.	Contents of the course: The basic content of the course is a thorough study of ethics and procedures in the health system. A special emphasis is given to the basic ethical principles for health care and the legal measures that are taken directly to the development and use of biotechnology by public health researchers and medicine. Human rights and medical law will also be studied with particular emphasis on treating patients, parents, children and law autonomy of minors, pregnancy, mothers and children, death and law. Within this subject, the legal system of the Republic of Macedonia will be taught as well.					
12.	Learning methods: Oral and writing method of presentation					
13.	Total disposable study hours	120				
14.	Distribution of the disposable study hours	2+1+1				
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures		2 hours	
		15.2.	Practical (laboratorial, auditorium), seminars, team working		1 hours	
16.	Other forms of teaching activities	16.1.	Learning of teaching material			
		16.2.	Preparation for practical		1 hours	
		16.3.	Consultations		5 hours	
17.	The method of evaluation					
	17.1.	Tests& colloquiums			70 scores	
	17.2.	Seminar work/ project ( presentation: written and oral)			10 scores	

	17.3.	Active role & activity and participation	20 scores
18.	Evaluation criteria (scores/grade)	under 50 scores	5 (five) (F)
		from 51 to 60 scores	6 (six) (E)
		from 61 to 70 scores	7 (seven) (D)
		from 71 to 80 scores	8 (eight) (C)
		from 81 to 90 scores	9 (nine) (B)
		from 91 to 100 scores	10 (ten) (A)
19.	Precondition for getting a Professor's signature and passing of the final exam	Success of 60% of the colloquiums and the final exam	
20.	Language of teaching	Macedonian, English	
21.	Quality evaluation method of the teaching process	Self evaluation	

22.	Literature					
	22.1.	Obligatory literature & Required text				
		Ordinal number	Author	Title	Publisher	year
		1.	Anne Lovrens, James Weber	Business and Society (shareholders, ethics, public policy)	ISBN	
		2.	P.D.G. Skegg	Law, ethics and Medicine, Studies in Medical Law	Clarendon Press, Oxford	1984
		3.				
	22.2.	Additional literature				
		Ordinal number	Author	Title	Publisher	Year
		1.	George T. De Richard	Business ethics	Filip Visnjic, Beograd	2003
		2.	Rogers	Practical Ethics for General Practice	Oxford University Press	/
		3.	Boskovski Karpos	Medical ethics	Skopje	2007

Addition number 3		Course Syllabus I cycle of studies
1.	Title of the course	E-business
2.	Code	4EK130412
3.	Curriculum	E-business
4.	Organizing body of the Curriculum (unit, i.e. institute, department, section)	Faculty of economics
5.	Cycle of studies (I, II, III cycle)	I cycle of studies

6.	Academic year / term	Firs / 1	7.	ECTS credits	4
8.	Teacher	Prof.d-r Riste Temjanovski			
9.	Preconditions of the enrollment of the course	Principles of economy			
10.	Course objectives(Competencies): The main goals of the study matter is to get knowledge with meaning, usage, application and security in e-business operations.				
11.	<p>Contents of the course:</p> <p>In contemporary economic science study of e-business becomes necessary and imperative in contemporary work. The purpose of the program is available in a clear and acceptable way to meet the needs, models, application and protection of electronic business. Here are the basic models of electronic commerce, electronic banking, e-business infrastructure and so on.</p> <p>Electronic business or short e-business aims to expand the powers of an organizational unit in the development of innovative information and communication technologies within the organization and beyond, through full interaction with their partners and clients. This process should be considered only as simply the inclusion of modern technological advances to make these changes in the organizational unit. In order to successfully facilitate the management of e-business, are necessary broad spiritual values in marketing and sales, through the development of new products and services, manufacturing and logistic input and output procedures. Organizations also need change management processes and seeking new technologies through the support of traditional activities such as management of human resources. Such an approach business includes attitudes and opinions, how electronic communications could be used to enhance all aspects of managing the supply chain. It also involves optimizing the organizational value chain, i.e. the correlation between party shall supply a company with the resources page claimants of goods and services.</p>				
12.	Learning methods: Oral and writing method of presentation				
13.	Total disposable study hours	120			
14.	Distribution of the disposable study hours	2+1+1			
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures	2	
		15.2.	Practical (laboratorial, auditorium), seminars, team working	1	
16.	Other forms of teaching activities	16.1.	Learning of teaching material		
		16.2.	Preparation for practical	1	
		16.3.	Consultations		
17.	The method of evaluation				
	17.1.	Tests& colloquiums			
	17.2.	Seminar work/ project ( presentation: written and oral)			10 scores
	17.3.	Active role &activity and participation			20 scores
18.	Evaluation criteria (scores/ grade)	under 50 scores			5 (five) (F)
		from 51 to 60scores			6 (six) (E)
		from 61 to70 scores			7 (seven) (D)
		from 71 to 80 scores			8 (eight) (C)
		from 81 to 90 scores			9 (nine) (B)

		from 91 to 100scores	10 (ten) (A)
19.	Precondition for getting a Professor's signature and passing of the final exam	Success of 60% of the colloquiums and the final exam	
20.	Language of teaching	Macedonian, English	
21.	Quality evaluation method of the teaching process	Self evaluation	

22.	Literature				
	22.1.	Obligatory literature& Required text			
		Ordinal number	Author	Title	Publisher year
		1.	Riste Temjanovski	E-business	UGD 2012
		2.	Kenet L. Laudon, Carol Gersio Traver	E-commerce	Ars Lamina 2010
		3.			
	22.2.	Additional literature			
		Ordinal number	Author	Title	Publisher Year
		1.	Uros Tamara	E-commerce	BPS 2005
		2.	Bjelic Predrag	E-commerce	Institut za medjunarodnu privredu 2000
		3.			

Attachment No.3		Course Syllabus for first cycle studies			
1.	Title of the subject	Sustainable Development			
2.	Code	4EK102312			
3.	Study program	Health Management			
4.	Organizer of the Curs (unit or institute, department, division)	Faculty of Economics			
5.	Degree (first, second, third cycle)	First			
6.	Academic year / semester	First / I	7.	Number of ECTS credits	6
8.	Teacher	Assistant Professor PhD Margarita Matlievska			
9.	Preconditions for subject enrolling	/			
10.	Objectives of the curriculum (competencies): Studying Sustainable Development has an aim to help students to gain comprehensive knowledge about the sustainable development as a new concept of development that starts to dominate at the global level, and as the only one that can provide survival of the planet Earth. This course will obtain knowledge concernig the reasons of emergence of the concept of sustainable development and the students will be able to explain the significance and superiority of it. The students will obtain knowledge about the global environmental problems and the principles and dimensions of sustainability. The course will present the influence of the main international conferences about the sustainable development that were held in the past 50 years, the international documents that were adopted, which will help students to be familiar with the international organizations that have a mandate to act in the field of sustainable development.				

	Students will be able to understand the sustainable development policy of the European Union and they will know the way that Macedonia builds its path toward sustainability. Furthermore, the students will be able to explain the necessity of economic activity that respects the principles of sustainable development as a tool that can provide increased business competitiveness. Studying this course will contribute for gaining profound knowledge about the sustainable development at the international level, at the level of the European Union and its member states and in Macedonia.				
11.	Contents of the curriculum: Sustainable development philosophy, Genesis and history of the sustainable development concept, Sustainable development indicators, Sustainable development and the necessity of a strategic approach, Sustainable Development and the European Union, European Union funds and the sustainable development, Normative preconditions for sustainable development in Macedonia, Public policies as a base for sustainable development in Macedonia, Financial preconditions for sustainable development in Macedonia, Adopted strategic documents for sustainable development in Macedonia, Importance of implementing sustainable development principles in the business sector, Model of composite index for sustainable development.				
12.	Learning methods: Method of oral and written exposure				
13.	Total time on disposal			120	
14.	Time distribution			2+1+1	
15.	Forms of teaching activities	15.1.	Lectures-theory	2	
		15.2.	Exercises (laboratory, auditory), seminars, team work	1	
16.	Other forms of activities	16.1.	Lectures preparation		
		16.2.	Exercises preparation	1	
		16.3.	Consultations		
17.	Method of assessment				
	17.1.	Tests		70 points	
	17.2.	Seminar paper / project (presentation: written and oral)		10 points	
	17.3.	Activity and participation		20 points	
18.	Criteria for evaluation (score / grade)		up to 50 points		5 (five) (F)
			from 51 to 60 points		6 (six) (E)
			from 61 to 70 points		7 (seven) (D)
			from 71 to 80 points		8 (eight) (C)
			from 81 to 90 points		9 (nine) (B)
			from 91 to 100 points		10 (ten) (A)
19.	Requirement for signature and passing the final exam		At least 60% success from the two colloquia or the written exam		
20.	Lectures language		Macedonian, English		
21.	Method of monitoring the quality of teaching		Self-evaluation		

22.	Literature:					
	22.1.	Compulsory literature:				
		No.	Author	Title	Editor	Year
		1.	Margarita Matlievska	“Sustainable Development – new global paradigm”, monograph		2011
		2.	Michael Decleris	“The law of Sustainable Development, General	Environment Directorate-General, European	2000

				Principles"	Commission	
		Additional literature:				
		No.	Author	Title	Editor	Year
		1.	United Nations	"Sustainable Development, Success Stories"		2011
	22.2.	2.	Krajnc Damjan, Glavic Peter	"A model for integrated assessment of sustainable development"		2000

Addition number 3		Course Syllabus I cycle of studies				
1.	Title of the course	Health economics				
2.	Code	4EK101012				
3.	Curriculum	Health Management				
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics				
5.	Cycle of studies (I, II, IIIcycle)	I cycle of studies				
6.	Academic year / term	F irst year/ II term	7.	ECTS credits	8	
8.	Teacher	Assistant professor Krume Nikoloski Assistant M.A Borjan Gorgiev				
9.	Preconditionsof the enrollment of the course					
10.	Course objectives(Competencies): To provide students with an overview of the programme and of economics andhealth economics. To allow students to familiarise themselves with and be at ease with basic microeconomic concepts and their uses. To understand some of the misconceptions of economics. To grasp the mode of thought underlying economics. To see the relevance of micro-economics to some practical issues both in health and beyond. To give students an introduction to the scope and content of the sub-discipline of health economics. To explain the reasons why health care differs from other commodities and the basis of market failure in health care. To set health economics in the context of other relevant disciplines and issues such as epidemiology, medical ethics, medical sociology, etc.					
11.	Contents of the course:  <ul style="list-style-type: none"><li>• Introduction to economics and health economics.</li><li>• Basic concepts of economics</li><li>• Medicine and economics – some value issues</li><li>• Economics at work in health care</li><li>• Demand and Supply</li><li>• Production</li><li>• Costs</li><li>• The power of the margin</li><li>• The health care market</li><li>• Basic welfare economics</li><li>• Cost benefit analysis</li><li>• Political economy and institutional economics</li></ul>					

	<ul style="list-style-type: none"><li>• Health economic and health policy</li><li>• Health status measurement</li><li>• Market failure</li><li>• Demand and need</li><li>• Economic evaluation</li><li>• Medical ethics and efficiency</li><li>• Equity</li><li>• Hospital financing</li><li>• Financing and organisation</li><li>• Some reflections on health economics</li></ul>				
12.	Learning methods:Oral and writing method of presentation				
13.	Total disposable study hours		216		
14.	Distribution of the disposable study hours		3+2+2		
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures	3	
		15.2.	Practical (laboratorial, auditorium), seminars, team working	2	
16.	Other forms of teaching activities	16.1.	Learning of teaching material	1	
		16.2.	Preparation for practical	1	
		16.3.	Consultations		
17.	The method of evaluation				
	17.1.	Tests& colloquiums			
	17.2.	Seminar work/ project ( presentation:written and oral)		10 scores	
	17.3.	Active role &activity and participation		20 scores	
18.	Evaluation criteria (scores/ grade)		under50scores	5 (five) (F)	
			from51to 60scores	6 (six) (E)	
			from61to70scores	7 (seven) (D)	
			from71to80scores	8 (eight) (C)	
			from81to90scores	9 (nine) (B)	
			from91to100scores	10 (ten) (A)	
19.	Precondition for getting a Professor's signature and passing of the final exam		Success of 60% of the colloquiums and the final exam		
20.	Language of teaching		Macedonian, English		
21.	Quality evaluation method of the teaching process		Self evaluation		

22.	Literature					
	22.1.	Obligatory literature& Required text				
		Ordin al	Author	Title	Publisher	year

		number				
		1.	Rexsford E. Santerere	Health economics	Government of the Republic of Macedonia	
		2.	Krume Nikoloski	Modern trends in public health		2011
		3.				
	22.2.	Additional literature				
		Ordinal number	Author	Title	Publisher	Year
		1.	Electronic source	World Health Organization	<a href="http://www.who.int/">http://www.who.int/</a>	
		2.	Folland, S., Goodman, A.C., and Stano, M. (2004).	The Economics of Health and Health Care, 4th ed.	Prentice-Hall.	2004
		3.				

Addition number 3		Course Syllabus I cycle of studies			
1.	Title of the course	Management Health Information Systems			
2.	Code	4EK101012			
3.	Curriculum	Health care management			
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of economics			
5.	Cycle of studies (I, II, III cycle)	I cycle of studies			
6.	Academic year / term	Прва/Втор	7.	ECTS credits	6
8.	Teacher	Assistant professor Krume Nikoloski Teaching assistant Borjan Gorgiev			
9.	Preconditions of the enrollment of the course				
10.	Objectives of the curriculum (competencies):  The goal of the curriculum is determining the need of using health information systems in health care based on science and technology and their application in practice. Hence, the students will be prepared: to use the information in public health practice, with special emphasis on the systematic approach to managing public health information; to use IT and communication technologies to increase their efficiency and effectiveness; to apply skills and rules necessary for proper criticism in solving problems of health policy and be able to provide basic objectives aimed at improving health and quality health care system. Thus, the curriculum for the subject health information systems through the study of this discipline to gain thorough knowledge of laws and principles of an integrated information system in the contemporary operating environment in the public health system. Students who successfully master the subject matter will be trained in theoretical and practical application of analysis, synthesis and other health and medical methods that can achieve successful realization of the goals of health information system in terms of their enhanced efficiency and overall effectiveness.				



11.	Contents of the curriculum:  The course includes Information Technology and the standard technique of collecting, grouping, describing, analyzing and interpretation of data from one, and using the selected statistical software on the other side. The area which covers this subject in health information systems in public health - a systematic application of information using science and technology in practice, research and learning about public health. Presents an introduction to statistical reasoning with an overview of selected methods diskripcija and information concept used in the field of public health policy and management. Students will become familiar with methods of searching, organizing, using, evaluating, interpreting and disseminating data, information and knowledge in the field of health management and public health.				
12.	Learning methods: Oral and writing method of presentation				
13.	Total disposable study hours		156		
14.	Distribution of the disposable study hours		2+2+1		
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures	2 hours	
		15.2.	Practical (laboratorial, auditorium), seminars, team working	2 hours	
16.	Other forms of teaching activities	16.1.	Learning of teaching material		
		16.2.	Preparation for practical		
		16.3.	Consultations	1	
17.	Method of evaluation				
	17.1.	Tests& colloquiums			70 scores
	17.2.	Seminar work/ project ( presentation: written and oral)			10 scores
	17.3.	Active role &activity and participation			20 scores
18.	Evaluation criteria (scores/ grade)		under 50 scores	5 (five) (F)	
			from 51 to 60scores	6 (six) (E)	
			from 61 to70 scores	7 (seven) (D)	
			from 71 to 80 scores	8 (eight) (C)	
			from 81 to 90 scores	9 (nine) (B)	
			from 91 to 100scores	10 (ten) (A)	
19.	Precondition for getting a Professor's signature and passing of the final exam		Success of 60% of the colloquiums and the final exam		
20.	Language of teaching		Macedonian, English		
21.	Quality evaluation method of the teaching process		Self evaluation		

22.	Literature					
	22.1.	Obligatory literature& Required text				
		Ordinal	Author	Title	Publisher	year

		num ber				
		1.	Krume Nikoloski	Management Health Information Systems, Authorized internal script		2010
		2.	Bemmel JH, Musen MA	Handbook of medical informatics	Springer,	1997
		3.	Degoulet P, Fieschi M	Introduction to clinical informatics	Springer	1997
	22.2.	Additional literature				
		Ordin al num ber	Author	Title	Publisher	year
		1.				
		2.				
		3.				

Addition number 3		Course Syllabus I cycle of studies				
1.	Title of the course	Financial accounting				
2.	Code	4EK120112				
3.	Curriculum	Health management				
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of economics				
5.	Cycle of studies (I, II, III cycle)	I cycle of studies				
6.	Academic year / term	First year/ II term	7.	ECTS credits	6	
8.	Teacher	Assistant professor Aleksandar Kostadinovski Teaching assistant Zlatko Bezovski				
9.	Preconditions of the enrollment of the course					
10.	Course objectives (Competencies): Students gain a satisfactory knowledge of basic accounting principles and the manner of their implementation; they recognized potential users of accounting information and basic modalities in external and internal reporting; they understand the basic financial statements, i.e balance sheet, income statement and statement of cash flows and the information each of them offers to the potential readers, they learn the basic techniques of record of assets, liabilities and equity through the application of the accounting equation; they become familiar with the accounting records of income and expenditure, as integral components of the income statement.					
11.	Contents of the course: Introduction to financial accounting; Accounting documents; Accounting records; Financial reports of enterprises; Accounting forms and methods; Accounts as a means of accounting procedures; Accounting procedures; Fixed assets, Current assets, Liabilities, Financial result and equity; Accounting errors; Final account and periodic calculation					
12.	Learning methods: Oral and writing method of presentation					
13.	Total disposable study hours	156				
14.	Distribution of the disposable study	2+2+1				

	hours			
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures	2
		15.2.	Practical (laboratorial, auditorium), seminars, team working	2
16.	Other forms of teaching activities	16.1.	Learning of teaching material	
		16.2.	Preparation for practical	1
		16.3.	Consultations	
17.	The method of evaluation			
	17.1.	Tests& colloquiums		70 scores
	17.2.	Seminar work/ project ( presentation: written and oral)		10 scores
	17.3.	Active role &activity and participation		20 scores
18.	Evaluation criteria (scores/ grade)		under 50 scores	5 (five) (F)
			from 51 to 60scores	6 (six) (E)
			from 61 to70 scores	7 (seven) (D)
			from 71 to 80 scores	8 (eight) (C)
			from 81 to 90 scores	9 (nine) (B)
			from 91 to 100scores	10 (ten) (A)
19.	Precondition for getting a Professor's signature and passing of the final exam		42 points from partial exams, prepared paper work and attendance at lectures and tutorials.	
20.	Language of teaching		Macedonian, English	
21.	Quality evaluation method of the teaching process		Self evaluation	

22.	Literature					
	22.1.	Obligatory literature& Required text				
		Ordinal number	Author	Title	Publisher	year
		1.	Aleksandar Kostadinovski	Fundamentals of Financial Accounting script	Faculty of Economics - Stip	2009
		2.	Aleksandar Kostadinovski	Financial Accounting- practicum	Faculty of Economics - Stip	2009
		3.	Trajko Rusevski	Account plan	Union of Accountants of the Republic of Macedonia, Skopje,	2003
	22.2.	Additional literature				
		Ordinal number	Author	Title	Publisher	Year

		1.	Albrecht Stice	Financial Accounting- concepts&applications	South- Western, Cengage Learning,	2011
		2.	G.T.Horngren, G.L.Sandem, D.Filbrik	Introduction to Financial Accounting	MAGOR	translati on
		3.				

Appendix number 3		Program of first cycle of study				
1.	Title of the subject	Entrepreneurship				
2.	Code	4EK132112				
3.	Study program	Management of Health				
4.	Organizer of the study program (unit, institute, department)	Faculty of Economics University “Goce Delchev”- Shtip				
5.	Level (first, second, third cycle)	First				
6.	Study year / semester	First/Second	7.	Number of ECTS Credits	4	
8.	Professor	Professor PhD Risto Fotov Assistant MSc Ljupco Davchev				
9.	Conditions for enrollment for the subject					
10.	Goals of the study program: Goals of the lectures are to enable students gain knowledge and develop skills needed for effective organizing, development, creation and management of their own business. This concept means marketing, financing, management and introduction of the juristic requests for owning and operating a small corporation.					
11.	Content of the study program: Entrepreneurship- present and past, identification of business possibility and setting goals, communication skills and problem solving skills, entrepreneurs and market economy , types of ownership, development of business plan, identification of the market needs, financing and Insurance of the business, setting marketing goals, Financial management, usage of technologies, juristic, ethical and social responsibility in the business, computer applications.					
12.	Methods of studying: Method of oral and method of written interpretation					
13.	Total available amount of time	120				
14.	Distribution of the available time	2+1+1				
15.	Forms of study activities	15.1.	Lectures- theoretical tuition		2	
		15.2.	Practical tuition (laboratory conditions), seminars, team work		1	
16.	Other forms of activities	16.1.	Studying for the lectures			
		16.2.	Preparation for practical tuition		1	
		16.3.	Consultation			
17.	Method of grading					

	17.1.	Tests	70 points
	17.2.	Seminar work/ project (presentation: written and oral)	10 points
	17.3.	Activity and participation	20 points
18.	Criteria for grading (points/ grade)	up to 50 points	5 (five) (F)
		from 51 to 60 points	6 (six) (E)
		from 61 to 70 points	7 (seven) (D)
		from 71 to 80 points	8 (eight) (C)
		from 81 to 90 points	9 (nine) (B)
		from 91 to 100 points	10 (ten) (A)
19.	Condition for getting signature and taking the final exam	Achieved success from 60% from the three colloquies or the written exam	
20.	Language of the lectures	Macedonian, English	
21.	Method of tracking the quality of the lectures	Self-evaluation	

22.	Literature				
	22.1.	Basic Literature			
		Ord. num	Author	Title	Editor Year
		1.	David Dickens, Mark Fills	Entrepreneurship and small companies	TRI 2011 translation
		2.	Allen, Kathleen and Meyer, Earl	Entrepreneurship & Small Business Management. (First Edition).	Glencoe/McGraw-Hill: Woodland Hills, CA 2006
		3.			
	22.2.	Additional Literature			
		Ord. num	Author	Title	Editor Year
		1.	Glencoe	Business Plan Project Workbook. (First Edition).	Alencoe/McGraw-Hill: Woodland Hills, CA 2006
		2.	Fiti, Taki	Entrepreneurship	Faculty of Economics-Skopje 1999
		3.			

Addition number 3		Course Syllabus I cycle of studies				
1.	Title of the course	Marketing				
2.	Code	4EK130112				
3.	Curriculum	Health management				
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics				
5.	Cycle of studies (I, II, III cycle)	I cycle of studies				
6.	Academic year /term	First year/second	7.	ECTS credits	4	

		semester				
8.	Teacher	Assistant professor Silvana Pasoska Teaching assistant Tamara Jovanov Marjanova				
9.	Preconditions of the enrollment of the course	/				
10.	Course objectives (Competencies):  The intention of the course is to introduce the marketing concept in the operation of enterprises and show how it helps in terms of maximization of consumer satisfaction, and help enterprises to optimize production and maximize profits acting in different market structures. In this sense, is the need to gain wider knowledge of marketing due to the fact that in the center of interest of any company is the consumer and his needs and desires. This will be achieved through product offer on the market, the prices offered, distribution channels and promotional activities aimed at informing and persuading consumers. Because of this, there is a need to pay particular attention to product i.e. service, price, distribution and promotion as well as issues related to management of marketing activities.					
11.	Contents of the course: Introduction to marketing concepts and marketing process; Marketing and business environment; Marketing strategies; Marketing mix and combining instruments; Product and marketing services, price, promotion, distribution and on-line marketing; The performance of domestic and foreign markets; Marketing research; Marketing Planning; Applying the marketing concept in the operation of enterprises by understanding the fundamentals of governance and management of marketing activities; Understanding of consumer behavior toward which the supply of the company is directed .					
12.	Learning methods: Oral and writing method of presentation					
13.	Total disposable study hours		120			
14.	Distribution of the disposable study hours		12+24+12+48+5			
15.	Forms of teaching activities	15.1.	Teaching - theoretical lectures		12 hours	
		15.2.	Practical (laboratorial, auditorium), seminars, team working		24 hours	
16.	Other forms of teaching activities	16.1.	Learning of teaching material		12 hours	
		16.2.	Preparation for practical		48 hours	
		16.3.	Consultation		5 hours	
17.	The method of evaluation					
	17.1.	Tests & colloquiums			70 scores	
	17.2.	Seminar work/ project ( presentation: written and oral)			10 scores	
	17.3.	Active role & activity and participation			20 scores	
18.	Evaluation Criteria (scores/ grade)		under 50 scores		5 (five) (F)	
			from 51 to 60 scores		6 (six) (E)	
			from 61 to 70 scores		7 (seven) (D)	
			from 71 to 80 scores		8 (eight) (C)	
			from 81 to 90 scores		9 (nine) (B)	
			from 91 to 100 scores		10 (ten) (A)	

19.	Precondition for obtaining a Professor's signature and passing of the final exam	Success of 60% of the colloquiums and the final exam
20.	Language of teaching	Macedonian, English
21.	Quality evaluation method of the teaching process	Self evaluation

22.	Literature				
22.1.	Obligatory literature & Required text				
	Ordinal number	Author	Title	Publisher	year
	1.	Jakovski Bosko, Jovanovska Snezana R.	Marketing, 7 <sup>th</sup> Ed., University Book	Faculty of economics - Skopje	2004
	2.				
	3.				
22.2.	Additional literature & Supplies				
	Ordinal number	Author	Title	Publisher	year
	1.	Kotler & Armstrong	Principles of marketing, eight edition	Prentice-Hall international	1999
	2.	Philip Kotler, Gary Armstrong, Jon Saunders, Veronica Wong	Principles of Marketing	Pearson Education	2003
	3.				

Addition number 3		Course Syllabus I cycle of studies			
1.	Title of the course	Health management			
2.	Code	4EK133212			
3.	Curriculum	Health Management			
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics			
5.	Cycle of studies (I, II, III cycle)	I cycle of studies			
6.	Academic year /term	Second year/third semester	7.	ECTS credits	8
8.	Teacher	Assistant professor Margarita Matlievska Teaching assistant M.A Goran Miladinov			
9.	Preconditions of the enrollment of the course	/			
10.	Course objectives (Competencies):  The main goal of this course is to enable the students to classify the basic functions of the health management. The students should be acquired with creative capabilities and develop skills for creating functional teams. Furthermore, the students should acquire advanced scientific knowledge of the management process that will contribute to understand the need and the importance of smooth functioning of the health system in general.				
11.	Contents of the course: The course will cover the following topics: Health, Health care and health system, Health organizations and human resources, Specified factors of the internal and external environment and functioning of the health organizations, Ethics and social responsibility, Rights of the patients, Financing of the health care, Management, Management cycle in the health system, Managerial staff, Teams and team working in the health organizations, Management				

	functions: Planning, Organizing and Coordination, Monitoring and Controlling, Decision-making. Human resource management and motivation.			
12.	Learning methods: Oral and writing method of presentation			
13.	Total disposable study hours		216	
14.	Distribution of the disposable study hours		24+48+24+96+10	
15.	Forms of teaching activities	15.1.	Teaching - theoretical lectures	24 hours
		15.2.	Practical (laboratorial, auditorium), seminars, team working	48 hours
16.	Other forms of teaching activities	16.1.	Learning of teaching material	24 hours
		16.2.	Preparation for practical	96 hours
		16.3.	Consultation	10 hours
17.	The method of evaluation			
	17.1.	Tests & colloquiums		70 scores
	17.2.	Seminar work/ project ( presentation: written and oral)		10 scores
	17.3.	Active role & activity and participation		20 scores
18.	Evaluation Criteria (scores/ grade)	under 50 scores		5 (five) (F)
		from 51 to 60 scores		6 (six) (E)
		from 61 to 70 scores		7 (seven) (D)
		from 71 to 80 scores		8 (eight) (C)
		from 81 to 90 scores		9 (nine) (B)
		from 91 to 100 scores		10 (ten) (A)
19.	Precondition for obtaining a Professor's signature and passing of the final exam		Success of 60% of the colloquiums and the final exam	
20.	Language of teaching		Macedonian, English	
21.	Quality evaluation method of the teaching process		Self evaluation	

22.	Literature				
	22.1.	Obligatory literature & Required text			
		Ordinal number	Author	Title	Publisher year
		1.	Assistant professor Margarita Matlievska and assistant M.A Goran Miladinov	Internal script of Health management	2011
		2.	Kieran Walshe, Judith Smith	Health care Management	Mc Graw-Hill 2006
		3.	Joan Gratto Liebler and Charles R.Mc Counel	Management principles for health professionals	Jones and Bartlett Publishers 2004
	22.2.	Additional literature & Supplies			
		Ordinal number	Author	Title	Publisher year
		1.	Prof.d-r Predrag Mićović	Health Management, Management of the health system and health institutions	Belgrade 2008
		2.	Robert E. Burke and Leonard H. Friedman	Essentials of Management and	Jones and Bartlett 2004



				Leadership in public health	Publishers	
		3.				

Addition number 3		Course Syllabus I cycle of studies				
1.	Title of the course		Commercial Law			
2.	Code		4PR102012			
3.	Curriculum		Health Management, Financial management			
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)		Faculty of Economics			
5.	Cycle of studies (I, II, III cycle)		I cycle of studies			
6.	Academic year / term		Second year/ III term	7.	ECTS credits	8
8.	Teacher		Assistant professor Vojo Belovski Assistant M.Sc. Marina Radosavljevik Bojceva			
9.	Preconditions of the enrollment of the course					
10.	Course objectives(Competencies): Acquiring basic and profound knowledge of the institutes of Commercial Law. The main aspect of the curriculum is focused on acquiring profound knowledge of the wider area of commercial law, contracts, bills and checks. It is expected the student to acquire the theoretical and practical knowledge of commercial law.					
11.	Contents of the course: General commercial law, public company, limited company (shares), limited liability company, joint stock company; linking companies, status changes, termination of the company; general trade agreements, sales contracts, contracts for commercial services, contracts for transport contracts for construction; draft and check, international trade agreements, methods of payment in international trade, dispute resolution in international commercial transactions.					
12.	Learning methods: Oral and writing method of presentation					
13.	Total disposable study hours		216			
14.	Distribution of the disposable study hours		3+2+2			
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures		3 hours	
		15.2.	Practical (laboratorial, auditorium), seminars, team working		2 hours	
16.	Other forms of teaching activities	16.1.	Learning of teaching material		1 hours	
		16.2.	Preparation for practical		1 hours	
		16.3.	Consultations			
17.	The method of evaluation					
	17.1.	Tests& colloquiims			70 scores	

	17.2.	Seminar work/ project ( presentation: written and oral)	10 scores
	17.3.	Active role & activity and participation	20 scores
18.	Evaluation criteria (scores/ grade)	under 50 scores	5 (five) (F)
		from 51 to 60 scores	6 (six) (E)
		from 61 to 70 scores	7 (seven) (D)
		from 71 to 80 scores	8 (eight) (C)
		from 81 to 90 scores	9 (nine) (B)
		from 91 to 100 scores	10 (ten) (A)
19.	Precondition for getting a Professor's signature and passing of the final exam	Success of 60% of the colloquiums and the final exam	
20.	Language of teaching	Macedonian, English	
21.	Quality evaluation method of the teaching process	Self evaluation	

22.	Literature				
	22.1.	Obligatory literature & Required text			
		Ordinal number	Author	Title	Publisher year
		1.	Milan Ilieski	Commercial Law	Faculty of Economics - Stip 2010
		2.	Aleksandar Nikolovski, Snezana Plavsik	Commercial Law	Faculty of Economics - Skopje 2005
		3.	Aleksandar Nikolovski, Snezana Plavsik	International Trade Law	Faculty of Economics - Skopje 2004
	22.2.	Additional literature			
		Ordinal number	Author	Title	Publisher Year
		1.	Whaley J Douglas	Problems and Materials on Commercial Law, eight edition	Aspen publishers 2005
		2.	Houtte Van Hans	The Law of International Trade	Sweet & Maxwell, London 1995
		3.			

<b>Addition number 3</b>		<b>Course Syllabus I cycle of studies</b>	
1.	Title of the course	Public Health	
2.	Code	4EK135712	

3.	Curriculum	Health Management			
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics			
5.	Cycle of studies (I, II, IIIcycle)	I cycle of studies			
6.	Academic year / term	Second year/ III term	7.	ECTS credits	6
8.	Teacher	Assistant professor Krume Nikoloski Assistant M.A Borjan Gorgiev			
9.	Preconditionsof the enrollment of the course				
10.	<p>Course objectives(Competencies): A public health major will prepare you for a rewarding career that focuses on improving the health and well-being of communities. Your workdays will be filled with multiple projects, interactions with co-workers and the public, and the challenge of meeting one or many health crises. Public health professionals work in many different settings:</p> <ul style="list-style-type: none"><li>• Health departments</li><li>• Hospitals</li><li>• Research laboratories</li><li>• Colleges/Universities</li><li>• Non-profit organizations</li><li>• Foundations</li><li>• Pharmaceutical companies</li><li>• Wellness centers</li><li>• Health insurance corporations</li></ul> <p><b>Public health learning objectives:</b> Upon completion of the public health degree students will be able to:</p> <ul style="list-style-type: none"><li>• Successfully use problem-solving skills to address complex public health problems</li><li>• Effectively and persuasively communicate public health ideas to a target population in written and verbal format using a variety of media</li><li>• Demonstrate leadership</li><li>• Develop expertise in the five areas of public health: social and behavioral sciences, epidemiology, biostatistics, environmental health, and health services management and policy</li><li>• Analyze determinants of morbidity and mortality</li><li>• Plan, implement, and evaluate small-scale public health interventions</li><li>• Conduct a community needs assessment</li><li>• Act as a resource person in public health</li><li>• Synthesize the tools and principles of public health as applied to a new public health problem</li></ul>				
11.	<p>Contents of the course:</p> <ul style="list-style-type: none"><li>• What is Public Health?</li><li>• Epidemiology</li><li>• Health Management</li><li>• Organization of health care</li><li>• Health economics</li><li>• Health insurance</li><li>• Health Information systems</li><li>• Public health policy</li></ul>				

12.	Learning methods:Oral and writing method of presentation				
13.	Total disposable study hours		156		
14.	Distribution of the disposable study hours		2+2+1		
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures	2	
		15.2.	Practical (laboratorial, auditorium), seminars, team working	2	
16.	Other forms of teaching activities	16.1.	Learning of teaching material	1	
		16.2.	Preparation for practical	1	
		16.3.	Consultations		
17.	The method of evaluation				
	17.1.	Tests& colloquiums			
	17.2.	Seminar work/ project ( presentation:written and oral)		10 scores	
	17.3.	Active role &activity and participation		20 scores	
18.	Evaluation criteria (scores/ grade)		under50scores	5 (five) (F)	
			from51to 60scores	6 (six) (E)	
			from61to70scores	7 (seven) (D)	
			from71to80scores	8 (eight) (C)	
			from81to90scores	9 (nine) (B)	
			from91to100scores	10 (ten) (A)	
19.	Precondition for getting a Professor's signature and passing of the final exam		Success of 60% of the colloquiums and the final exam		
20.	Language of teaching		Macedonian, English		
21.	Quality evaluation method of the teaching process		Self evaluation		

22.	Literature					
	22.1.	Obligatory literature& Required text				
		Ordinal number	Author	Title	Publisher	year
		1.	Tulchinsky TH, Varavikova EA	The New Public Health: An Introduction for the 21st Century.	Academic Press, San Diego, California, USA	2001
		2.	Krume Nikoloski	Modern trends in public health		2011
		3.				
	22.2.	Additional literature				
		Ordinal	Author	Title	Publisher	Year

		number				
		1.	Electronic source	World Health Organization	<a href="http://www.who.int/">http://www.who.int/</a>	
		2.				
		3.				

## Деловен јазик 2

Addition number 3		Course Syllabus I cycle of studies				
1.	Title of the course	Marketing research				
2.	Code	4EK130512				
3.	Curriculum					
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of economics				
5.	Cycle of studies (I, II, III cycle)	I cycle of studies				
6.	Academic year / term		7.	ECTS credits	4	
8.	Teacher	Prof d-r Riste Temjanovski				
9.	Preconditions of the enrollment of the course					
10.	Course objectives(Competencies): The need for research on factors which affecting implementation of marketing processes in companies. On the other hand with marketing research evaluated the decisions taken in order to further improve processes and services and authorities in the organizational structure in a company.					
11.	Contents of the course: Concept and definition of marketing research. Information vs data. Characteristics of marketing information system (MIS). Data sources (primary vs secondary). Methods, forms and sources of data collection. Quantitative and qualitative research techniques. Types of marketing research (explorative, descriptive and causal). Marketing Intelligence. Research needs, supply and demand, sales, competition, pricing, distribution and promotion. Integrated marketing communications. Applied of Marketing Research.					
12.	Learning methods: Oral and writing method of presentation					
13.	Total disposable study hours	216				
14.	Distribution of the disposable study hours	3+2+2				
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures		3	
		15.2.	Practical (laboratorial, auditorium), seminars, team working		2	
16.	Other forms of teaching activities	16.1.	Learning of teaching material		1	
		16.2.	Preparation for practical		1	

		16.3.	Consultations	
17.	The method of evaluation			
	17.1.	Tests& colloquiums		
	17.2.	Seminar work/ project ( presentation: written and oral)		10 scores
	17.3.	Active role &activity and participation		20 scores
18.	Evaluation criteria (scores/ grade)		under 50 scores	5 (five) (F)
			from 51 to 60scores	6 (six) (E)
			from 61 to70 scores	7 (seven) (D)
			from 71 to 80 scores	8 (eight) (C)
			from 81 to 90 scores	9 (nine) (B)
			from 91 to 100scores	10 (ten) (A)
19.	Precondition for getting a Professor's signature and passing of the final exam		Success of 60% of the colloquiums and the final exam	
20.	Language of teaching		Macedonian, English	
21.	Quality evaluation method of the teaching process		Self evaluation	

22.	Literature					
	22.1.	Obligatory literature& Required text				
		Ordin al numb er	Author	Title	Publisher	year
		1.	Sekulovska N.	Marketing research	EF	2004
		2.	Naresh K. Malhotra, David F. Birks.	Marketing Research, third edition	Prentice Hall	2007
		3.				
	22.2.	Additional literature				
		Ordin al numb er	Author	Title	Publisher	Year
		1.	Cova, Bernand, Ghauri, Pervez N.	Project marketing : beyond competitive bidding	J. Wiley, cop.	2002
		2.	Shimp, Terence A.	Advertising, promotion :supplemental aspects of integrated marketing communications	The Dryden Press, cop.	2000
		3.	Keegan, Warren J. Green, Mark C.	Global marketing. Upper Saddle River	Prentice-Hall, cop.	2000

<b>Addition number 3</b>	<b>Course Syllabus I cycle of studies</b>
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1.	Title of the course	Microeconomics			
2.	Code	4EK100312			
3.	Curriculum	Financial management; International economics; Health management; Management and entrepreneurship			
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics			
5.	Cycle of studies (I, II, III cycle)	I cycle of studies (2+1+1)			
6.	Academic year/term	First year/ I term	7.	ECTS credits	4
8.	Teacher	Full professor Krume Nikoloski			
9.	Preconditions of the enrollment of the course	/			
10.	Course objectives(Competencies): The teaching of this subject is conceived as a logical extension of microeconomic knowledge acquired from the subject Principles of Economics. In this subject are studied two basic problems - the balance i.e the way of setting-up the price of individual goods in different market conditions by analyzing the supply and demand and optimum, ie behavior of consumers and producers in certain and uncertain conditions through marginal analysis.				
11.	Contents of the course: The course will cover the following topics: Introductory considerations, The firm's behavior in different market conditions, Consumer behavior and demand; Market (partially) balance; Market factors of production; Microeconomic Policy; Market failures; Economics of Welfare, General equilibrium, Behavior of the firm and tender.				
12.	Learning methods: Oral and writing method of presentation				
13.	Total disposable study hours	120			
14.	Distribution of the disposable study hours	12+24+12+48+5			
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures	12 hours	
		15.2.	Practical (laboratorial, auditorium), seminars, team working	24 hours	
16.	Other forms of teaching activities	16.1.	Learning of teaching material	12 hours	
		16.2.	Preparations for practical	48 hours	
		16.3.	Consultation	5 hours	
17.	Method of evaluation				
	17.1.	Tests& colloquiums			70 scores
	17.2.	Seminar work/ project ( presentation: written and oral)			10 scores
	17.3.	Active role& Activity and participation			20 scores
18.	Evaluation criteria (scores/ grade)	under 50 scores		5 (five) (F)	
		from 51 to 60scores		6 (six) (E)	
		from 61 to70 scores		7 (seven) (D)	
		from 71 to 80scores		8 (eight) (C)	
		from 81to 90 scores		9 (nine) (B)	
		from 91 to 100 scores		10 (ten) (A)	
19.	Precondition for getting a	Success of 60% of the colloquiums and the final exam			

	Professor's signature and passing of the final exam	
20.	Language of teaching	Macedonian, English
21.	Quality evaluation method of the teaching process	Self evaluation

22.	Literature				
22.1.	Obligatory literature & Required text				
	Ordinal number	Author	Title	Publisher	year
	1.	Hal Varian	Microeconomics, 4-edition	Macedonian translate, Skopje	2010
	2.	Taki Fiti	Principle of Microeconomics	Faculty of economy, Skopje	2008
	3.				
22.2.	Additional literature				
	Ordinal number	Author	Title	Publisher	year
	1.	Alan Griffiths, Stuart Wall	Theory and Applications, второ издание.	Person Education Publishing, London.	2000
	2.	Paul Krugman, Robin Wells	Microeconomics	Worth Publishers, New York	2005
	3.				

Addition number 3		Course Syllabus I cycle of studies			
1.	Title of the course	Pharmacology and pharmacoeconomics			
2.	Code	4EK101712			
3.	Curriculum	Health Management			
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics			
5.	Cycle of studies (I, II, III cycle)	I cycle of studies			
6.	Academic year / term	Third year / V term	7.	ECTS credits	4
8.	Teacher	Assistant professor Biljana Gorgeska Assistant M.Sc. Marina Radosavljevik Bojceva			
9.	Preconditions of the enrollment of the course				
10.	Course objectives(Competencies):				



	The main goal of the students is to achieve a higher level of skills management, development and application of economic parameters for decision-making process of the ranking of priorities. Also gaining an upgrade in all areas of healthcare management is essential objective.				
11.	Contents of the course: Subject, content and division of pharmacology, phases and stages in the creation of a new drug classification of drugs, medication form, dose, dosage, pharmacology and economic theories and laws used in pharmacoeconomics, fundamentals of pharmacoeconomics, health economics, methods payment, pricing of products and services, system of reference prices, and the Law on drugs.				
12.	Learning methods: Oral and writing method of presentation				
13.	Total disposable study hours		120		
14.	Distribution of the disposable study hours		2+1+1		
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures	2 hours	
		15.2.	Practical (laboratorial, auditorium), seminars, team working	1 hours	
16.	Other forms of teaching activities	16.1.	Learning of teaching material		
		16.2.	Preparation for practical	1 hours	
		16.3.	Consultations		
17.	The method of evaluation				
	17.1.	Tests& colloquiums			70 scores
	17.2.	Seminar work/ project ( presentation: written and oral)			10 scores
	17.3.	Active role &activity and participation			20 scores
18.	Evaluation criteria (scores/ grade)		under 50 scores	5 (five) (F)	
			from 51 to 60scores	6 (six) (E)	
			from 61 to70 scores	7 (seven) (D)	
			from 71 to 80 scores	8 (eight) (C)	
			from 81 to 90 scores	9 (nine) (B)	
			from 91 to 100scores	10 (ten) (A)	
19.	Precondition for getting a Professor's signature and passing of the final exam		Success of 60% of the colloquiums and the final exam		
20.	Language of teaching		Macedonian, English		
21.	Quality evaluation method of the teaching process		Self evaluation		

22.	Literature					
	22.1.	Obligatory literature& Required text				
		Ordinal number	Author	Title	Publisher	year
		1.	Rubin Zareski	Pharmacoeconomics		

		2.	Pharmacotherapy handbook, the website of the Pharmaceutical Association			
		3.				
	22.2.	Additional literature				
		Ordin al numb er	Author	Title	Publisher	Year
		1.	Bulat, M., Geber, J., Lacković, Z	Medical pharmacology	Medicinska naklada,Zagre b	1999
		2.	Mycek M.J., Harvey R.A., Champe P.C.	Pharmacology, 2nd ed.	Lippincott Williams& Wilkins,	2000
		3.				

Addition number 3		Course Syllabus I cycle of studies				
1.	Title of the course	Health statistics and data analysis				
2.	Code	4EK102412				
3.	Curriculum	Health management				
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics				
5.	Cycle of studies (I, II, III cycle)	I cycle of studies				
6.	Academic year / term	Second year/ IV term	7.	ECTS credits	6	
8.	Teacher	Full professor Trajko Miceski Assistant M.A Goran Miladinov				
9.	Preconditions of the enrollment of the course					
10.	Course objectives(Competencies): Comprehension and understanding of the statistical analysis and introducing the students to the use of data and its implementation in the health sector.					
11.	Contents of the course:  The course will cover the following topics: Descriptive statistical analysis, statistical research and methods of data collecting, statistical grouping and graphical presentation of data, use of relative numbers in Statistics, Analysis of the structure of the statistical generality, Distribution of frequencies and the probability in statistics, Hypothesis and hypothesis testing(T-tests),Analysis of variance, Pearson coefficient i.e chi square test , Nonparametric tests, Regression analysis and linear correlation, Dynamics of the statistical occurrences, Survival tables i.e Life cohort tables, Demographic statistics and statistical indicators of the natural changes of the population.					
12.	Learning methods: Oral and writing method of presentation					
13.	Total disposable study hours	156				
14.	Distribution of the disposable study hours	2+2+1				

15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures	2 hour
		15.2.	Practical (laboratorial, auditorium), seminars, team working	2 hour
16.	Other forms of teaching activities	16.1.	Learning of teaching material	
		16.2.	Preparation for practical	1 hour
		16.3.	Consultations	
17.	The method of evaluation			
	17.1.	Tests& colloquiums		70 scores
	17.2.	Seminar work/ project ( presentation: written and oral)		10 scores
	17.3.	Active role &activity and participation		20 scores
18.	Evaluation criteria (scores/ grade)	under 50 scores		5 (five) (F)
		from 51 to 60scores		6 (six) (E)
		from 61 to70 scores		7 (seven) (D)
		from 71 to 80 scores		8 (eight) (C)
		from 81 to 90 scores		9 (nine) (B)
		from 91 to 100scores		10 (ten) (A)
19.	Precondition for getting a Professor's signature and passing of the final exam		Success of 60% of the colloquiums and the final exam	
20.	Language of teaching		Macedonian, English	
21.	Quality evaluation method of the teaching process		Self evaluation	

22.	Literature					
	22.1.	Obligatory literature& Required text				
		Ordinal number	Author	Title	Publisher	year
		1.	Group of authors	"Biostatistics"	Medical faculty, UKIM	2006
		2.				
		3.				
	22.2.	Additional literature				
		Ordinal number	Author	Title	Publisher	Year
		1.				
		2.				
		3.				

Appendix number 3		Program of first cycle of study			
1.	Title of the subject	Basics of Finance			
2.	Code	4EK110112			
3.	Study program	Financial management			
4.	Organizer of the study program (unit, institute, department)	Faculty of Economics University “Goce Delchev”- Shtip			
5.	Level (first, second, third cycle)	First cycle of study			
6.	Study year / semester	First/second	7.	Number of ECTS Credits	8
8.	Professor	Professor PhD Risto Fotov			
9.	Conditions for enrollment for the subject	/			
10.	Goals of the study program: The subject gives answers to questions that are connected to problems with money, their creation, flow, abolition, for many complicated actions in the economy, for income flows in general, especially for its allocation, distribution, forms, instruments and matter for its spending. The subject gives answer to questions which determinates affect keeping the money value, maintaining the optimum range of money supply in order continuous and normal flow of the process of reproduction.				
11.	Content of the subject: Finance, definition and subject of studying; Financial system and its elements; Financial system- structure; Money and their development; Functions of the money; Increase and decrease of value of the money; Money supply, optimum range; Money demand; Strategies for managing money supply; Money assembly; Monetary credit policy				
12.	Methods of studying: Method of oral and method of written interpretation				
13.	Total available amount of time	216			
14.	Distribution of the available time	3+2+2			
15.	Forms of study activities	15.1.	Lectures- theoretical tuition		3
		15.2.	Practical tuition (laboratory conditions), seminars, team work		2
16.	Other forms of activities	16.1.	Studying for the lectures		1
		16.2.	Preparation for practical tuition		1
		16.3.	Consultation		
17.	Method of grading				
	17.1.	Tests			70 points
	17.2.	Seminar work/ project (presentation: written and oral)			10 points
	17.3.	Activity and participation			20 points
18.	Criteria for grading (points/ grade)	up to 50 points		5 (five) (F)	
		from 51 to 60 points		6 (six) (E)	
		from 61 to 70 points		7 (seven) (D)	
		from 71 to 80 points		8 (eight) (C)	
		from 81 to 90 points		9 (nine) (B)	

		from 91 to 100 points	10 (ten) (A)
19.	Condition for getting signature and taking the final exam	Achieved 42 points from particular exams, finished seminar work and regular attendance of the theoretical and practical tuition	
20.	Language of the lectures	Macedonian	
21.	Method of tracking the quality of the lectures	Self-evaluation	

22.	Literature					
	22.1.	Basic Literature				
		Ord. num	Author	Title	Editor	Year
		1.	Risto Fotov	Basics of Finance	Faculty of Economics, Shtip	2007
		2.	Risto Fotov	Basics of Finance-tasks	Faculty of Economics, Shtip	2007
		3.				
	22.2.	Additional Literature				
		Ord. num	Author	Title	Editor	Year
		1.	S. A. Ross, R. W. Westerfield, J. Jaffe	Corporate Finance,	McGraw-Hill	2005
		2.	R. A. Brealey i S. C. Myers, F. Allen	Principles of Corporate Finance	McGraw-Hill	2006
		3.				

### Деловен јазик 3

Addition number 3		Course Syllabus I cycle of studies			
1.	Title of the course	Management of human resources in healthcare			
2.	Code	4EK133412			
3.	Curriculum	Health Management			
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Economic Faculty			
5.	Cycle of studies (I, II, III cycle)	I cycle of studies			
6.	Academic year / term	third / V semester	7.	ECTS credits	8
8.	Teacher	Prof. D-r Trajko Mlceski			
9.	Preconditions of the enrollment of the course				
10.	Course objectives(Competencies): To provide the students with introductory observations on the importance of people who represent the human resources in organizations. The aim is to enable students to learn the principles, techniques and problems of human resources in the healthcare system including different kinds of activities in the administrative process. Special activities are highlighted in				

	the process which is of paramount importance for managers in the healthcare system such as: the formation of jobs, selection and introduction to working commitments, motivation, professional development and behavior.				
11.	Contents of the course: Fundamentals of management, introduction to the development of human resources, job analysis, human resource planning, recruiting potential candidates, selection of candidates, staff training, employee performance evaluation, employee development, systems of earnings, earnings-based performance, labor relations and negotiation, leaving the organization, knowledge (understanding) of people, interaction: individual-group-organization, conflicts and approaches for solving, communication as a factor in leading, motivating, stress and understanding of stress management, mobbing, SWOT-analysis.				
12.	Learning methods: Oral and writing method of presentation				
13.	Total disposable study hours		216		
14.	Distribution of the disposable study hours		3+2+2		
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures	3	
		15.2.	Practical (laboratorial, auditorium), seminars, team working	2	
16.	Other forms of teaching activities	16.1.	Learning of teaching material	1	
		16.2.	Preparation for practical	1	
		16.3.	Consultations		
17.	The method of evaluation				
	17.1.	Tests& colloquiums		70 scores	
	17.2.	Seminar work/ project ( presentation: written and oral)		10 scores	
	17.3.	Active role &activity and participation		20 scores	
18.	Evaluation criteria (scores/ grade)		under 50 scores	5 (five) (F)	
			from 51 to 60scores	6 (six) (E)	
			from 61 to70 scores	7 (seven) (D)	
			from 71 to 80 scores	8 (eight) (C)	
			from 81 to 90 scores	9 (nine) (B)	
			from 91 to 100scores	10 (ten) (A)	
19.	Precondition for getting a Professor's signature and passing of the final exam		Success of 60% of the colloquiums and the final exam		
20.	Language of teaching		Macedonian, English		
21.	Quality evaluation method of the teaching process		Self evaluation		

22.	Literature					
	22.1.	Obligatory literature& Required text				
		Ordinal number	Author	Title	Publisher	year

		1.	Trajko Miceski	Human Resource Management		2009
		2.				
		3.				
	22.2.	Additional literature				
		Ordinal number	Author	Title	Publisher	Year
		1.	Rabin, J., Vocino, T., Hildreth, W. & Miller, G. (eds.)	Handbook of Public Personnel Administration	Marcel Dekker, New York,	1995
		2.	Noe, R.A, Hollenbeck, J.R., Gerhart, B., Wright, P.M	Human Resource Management: Gaining a Competitive Advantage, IRWIN, Inc	Austen Press, Burr Ridge, Boston, Sydney	1994
		3.				

Addition number 3		Course Syllabus I cycle of studies				
1.	Title of the course	Health and social Insurance				
2.	Code	4EK110712				
3.	Curriculum	Health management				
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics				
5.	Cycle of studies (I, II, III cycle)	I cycle of studies				
6.	Academic year/term	Third year/ V term	7.	ECTS credits	8	
8.	Teacher	Full professor Jovan Pejkovski Assistant M.A Goran Miladinov				
9.	Preconditions of the enrollment of the course	/				
10.	Course objectives(Competencies): Perception and understanding of phenomenon and system analysis of causal relationships of economic and social elements of health and social insurance. The goal is, the students to discover that on the global contemporary market the health insurance as an crucial part of the social insurance has been enforcing in a form of obligatory or voluntarily basis i.e the contributions can be obligatory and voluntarily. Within the subject matter there is also possibility for the students to learn the legislation in terms of collective labor negotiations and conclusion of contracts for successful functioning of the health system.					
11.	Contents of the course: The course will cover the following topics: Definition and importance of the social insurance, social system, the social security and development,social state, social protection, definition and importance of health insurance, types of health insurance and principles of health insurance, Development of the health insurance, Economic environment and social opportunities, social needs and development.Institutional basis.(Social goals and institutions, Institutions of the Republic of					

	Macedonia, Institutional authorities), The influence of social and cultural factors over insurance systems, The system of social insurance and pension system(development of the social care, systematical basis for social insurance, social regulation and social security),System of health insurance(health system of the Republic of Macedonia,law regulative of health insurance), Planning and financing of health and social insurance, International dimension of the social and health insurance,Social and health policy of the European union, models of health and social insurance, the influence of the economic crises over social and health needs.				
12.	Learning methods: Oral and writing method of presentation				
13.	Total disposable study hours		216		
14.	Distribution of the disposable study hours		3+2+2		
15.	Forms of teaching activities	15.1.	teaching- theoretical lectures	3 hours	
		15.2.	Practical (laboratorial, auditorium), seminars, team working	2 hours	
16.	Other forms of teaching activities	16.1.	Learning of teaching material	1 hour	
		16.2.	Preparations for practical	1 hour	
		16.3.	Consultations		
17.	Method of evaluation				
	17.1.	Tests& colloquiums		70 scores	
	17.2.	Seminar work/ project ( presentation: written and oral)		10 scores	
	17.3.	Active role &activity and participation		20 scores	
18.	Evaluation criteria (scores/ grade)		under 50 scores		5 (five) (F)
			from 51 to 60 scores		6 (six) (E)
			from 61 to70 scores		7 (seven) (D)
			from 71 to 80 scores		8 (eight) (C)
			from 81 to 90 scores		9 (nine) (B)
			from 91 to 100 scores		10 (ten) (A)
19.	Precondition for getting a Professor's signature and passing of the final exam		Success of 60% of the colloquiums and the final exam		
20.	Language of teaching		Macedonian, English		
21.	Quality evaluation method of the teaching process		Self evaluation		

22.	Literature					
	22.1.	Obligatory literature & Required text				
		Ordinal number	Author	Title	Publisher	year
		1.	Jovan Pejkovski	Health and social insurance	"Goce Delchev",University,Shtip	2009



		2.				
		3.				
	22.2.	Additional literature				
		Ordinal number	Author	Title	Publisher	year
		1.				
		2.				
		3.				

Addition number 3		Course Syllabus I cycle of studies				
1.	Title of the course	Planning, analysis and cost control in health sector				
2.	Code	4EK133512				
3.	Curriculum	Health management				
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of economics				
5.	Cycle of studies (I, II, III cycle)	I cycle of studies				
6.	Academic year / term	Third year/ V term	7.	ECTS credits	6	
8.	Teacher	Assistant professor Aleksandar Kostadinovski				
9.	Preconditions of the enrollment of the course					
10.	Course objectives (Competencies): The purpose of studying this discipline is the understanding of contemporary approaches to the issue of costs in the health and supply of health services covered through the process of their planning, analysis and control. Generally, costs are vital and dynamic internal factors within each institution, regardless of activity, which has a starting position within the business decisions. Regarding the fact that the analysis and measurement of costs is very important but not sufficient for decision strategic business decisions, management in health institutions should identify opportunities and methods to successfully manage costs and performance in organizational chain: research and development, design and organization of health services, offer quality services, marketing and distribution.					
11.	Contents of the course: Concept, significance, evaluation and types of costs in the healthcare field; Defining the costs and purposes of the calculation and management costs aimed at balancing the business result; Planning and cost control, pricing policy; Contemporary trends in the context of the analysis and control costs; Cost-benefit analysis: Quality management and time in creating value and costing; Financial result, elements of market and price policy; Budgeting as a basis for planning; Control and decision making in relation to expenditure; Models on the market and optimize its financial position; Long-term trend in cost management; Profitability analysis-graph and determine the viability of break-even point.					
12.	Learning methods: Oral and writing method of presentation					
13.	Total disposable study hours	156				
14.	Distribution of the disposable study hours	2+2+1				
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures		2	

		15.2.	Practical (laboratorial, auditorium), seminars, team working	2
16.	Other forms of teaching activities	16.1.	Learning of teaching material	
		16.2.	Preparation for practical	1
		16.3.	Consultations	
17.	The method of evaluation			
	17.1.	Tests& colloquiums		70 scores
	17.2.	Seminar work/ project ( presentation: written and oral)		10 scores
	17.3.	Active role &activity and participation		20 scores
18.	Evaluation criteria (scores/ grade)	under 50 scores		5 (five) (F)
		from 51 to 60scores		6 (six) (E)
		from 61 to70 scores		7 (seven) (D)
		from 71 to 80 scores		8 (eight) (C)
		from 81 to 90 scores		9 (nine) (B)
		from 91 to 100scores		10 (ten) (A)
19.	Precondition for getting a Professor's signature and passing of the final exam		42 points from partial exams, prepared paper work and attendance at lectures and tutorials.	
20.	Language of teaching		Macedonian, English	
21.	Quality evaluation method of the teaching process		Self evaluation	

22.	Literature					
	22.1.	Obligatory literature& Required text				
		Ordinal number	Author	Title	Publisher	year
		1.	Kostadinovski Aleksandar	Macro and micro aspects in health care spending	Faculty of economics - Stip	2011
		2.	Louis C. Gapenski	Healthcare finance, An Introduction to Accounting and Financial Management		2005
	22.2.	Additional literature				
		Ordinal number	Author	Title	Publisher	Year
		1.	William N. Zelman, Michael J. McCue	Financial Management of Health Care Organizations,		2004

		3.			

#### Деловен јазик 4

Addition number 3		Course Syllabus I cycle of studies				
1.	Title of the course		Contemporary national health systems			
2.	Code		4EK102212			
3.	Curriculum		Health management			
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)		Faculty of economics			
5.	Cycle of studies (I, II, III cycle)		I cycle of studies			
6.	Academic year / term		Second year/Fourth term	7.	ECTS credits	8
8.	Teacher		Professor Gordana Panova Teaching assistant Borjan Gorgiev			
9.	Preconditions of the enrollment of the course					
10.	Objectives of the curriculum (competencies): Identifying the key features and components of current health systems globally, their structure and functioning. Students will gain knowledge of factors important for the development and functioning of health systems, and will also be directed to study the advantages and disadvantages of their own and other health systems. The aim is to introduce students to issues of health systems and their role in protecting the health of the individual and the community and use the skills in establishing priorities in the reform process in the health system.					
11.	Contents of the curriculum: The content of this course covers the organization of modern health care systems in developed countries of Europe and the United States and the organization of health systems in countries in transition and in other countries. The course examines and identifies the problems faced by health systems and possible ways to solve them. During the classes students will learn about the functions of health systems, processes of decentralization and privatization of health systems and the development of systematic access and analysis of the contribution of local and national health systems. Special emphasis is given to comparative effectiveness - economic view of the functioning of modern health systems.					
12.	Learning methods: Oral and writing method of presentation					
13.	Total disposable study hours		120			
14.	Distribution of the disposable study hours		2+1+1			
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures		2 hours	
		15.2.	Practical (laboratorial, auditorium), seminars, team working		1 hour	
16.	Other forms of teaching activities	16.1.	Learning of teaching material			
		16.2.	Preparation for practical			
		16.3.	Consultations		1 hour	
17.	The method of evaluation					

	17.1.	Tests& colloquiums	70 scores	
	17.2.	Seminar work/ project ( presentation: written and oral)	10 scores	
	17.3.	Active role &activity and participation	20 scores	
18.	Evaluation criteria (scores/ grade)		under 50 scores	5 (five) (F)
			from 51 to 60scores	6 (six) (E)
			from 61 to70 scores	7 (seven) (D)
			from 71 to 80 scores	8 (eight) (C)
			from 81 to 90 scores	9 (nine) (B)
			from 91 to 100scores	10 (ten) (A)
19.	Precondition for getting a Professor's signature and passing of the final exam		Success of 60% of the colloquiums and the final exam	
20.	Language of teaching		Macedonian, English	
21.	Quality evaluation method of the teaching process		Self evaluation	

22.	Literature					
	22.1.	Obligatory literature& Required text				
		Ordin al num ber	Author	Title	Publisher	year
		1.	Graig, Laurene A	Health of Nations: An International Perspective on US Healthcare Reform. 3rd Edition,	Congressional Quarterly, Inc.	1999
		2.	Lassey M, Lassey W, and Jinks, M	Health Care Systems Around the World: Characteristics, Issues and Reforms.	Prentice-Hall, Inc.	1997
		3.				2007
	22.2.	Additional literature				
		Ordin al num ber	Author	Title	Publisher	year
		1.	Електронски извор	<a href="http://www.eafit.edu.co_web">http://www.eafit.edu.co_web</a>		
		2.	Електронски извор	<a href="http://www.webindia123.com">www.webindia123.com</a>		
		3.				

<b>Addition number 3</b>		<b>Course Syllabus I cycle of studies</b>		
1.	Title of the course	Management of change and innovations		

2.	Code	4EK1134412			
3.	Curriculum	Health Management			
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics			
5.	Cycle of studies (I, II, III cycle)	I cycle of studies			
6.	Academic year / term	Third /V (five) term	7.	ECTS credits	4
8.	Teacher	Full professor Trajko Miceski Teaching assistant Kostadinka Chabuleva			
9.	Preconditions of the enrollment of the course				
10.	Course objectives(Competencies): Exploring of the theories and the best practices for successful implementation of the changes and developing of the strategies for planning and innovations as well.				
11.	Contents of the course: Understanding of the complexity and dynamics of change in the complex organizations, Technology and social structure, Interpersonal relations and environment demands, Planned and unplanned changes, Change implications over managerial behavior and managerial career, Recognition techniques and responses to the changes, Introduction of the changes(personal, environmental and organizational),steps for designing of collaborative processes of changes, Management of organizational changes, Further issues for introducing of changes into organization, Change resistance, Innovations.				
12.	Learning methods: Oral and writing method of presentation				
13.	Total disposable study hours	120			
14.	Distribution of the disposable study hours	2+1+1			
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures	2 hours	
		15.2.	Practical (laboratorial, auditorium), seminars, team working	1 hour	
16.	Other forms of teaching activities	16.1.	Learning of teaching material		
		16.2.	Preparation for practical		
		16.3.	Consultations	1 hour	
17.	The method of evaluation				
	17.1.	Tests& colloquiums			70
	17.2.	Seminar work/ project ( presentation: written and oral)			10 scores
	17.3.	Active role &activity and participation			20 scores
18.	Evaluation criteria (scores/ grade)	under 50 scores			5 (five) (F)
		from 51 to 60scores			6 (six) (E)
		from 61 to70 scores			7 (seven) (D)
		from 71 to 80 scores			8 (eight) (C)
		from 81 to 90 scores			9 (nine) (B)
		from 91 to 100scores			10 (ten) (A)
19.	Precondition for getting a Professor's signature and	Success of 60% of the colloquiums and the final exam			

	passing of the final exam	
20.	Language of teaching	Macedonian, English
21.	Quality evaluation method of the teaching process	Self evaluation

22.	Literature				
	22.1.	Obligatory literature& Required text			
		Ordinal number	Author	Title	Publisher year
		1.	Miceski Trajko	Internal script	
		2.	Bridges, William	Managing Transitions: Making the Most of Change.	Cambridge, Massachusetts. Dacapro Press. 2003
		3.	Bolman, Lee & Deal, Terrence	Reframing Organizations.	San Francisco, California, Jossey-Bass. 2003
	22.2.	Additional literature			
		Ordinal number	Author	Title	Publisher Year
		1.			
		2.			
		3.			

Addition number 3		Course Syllabus I cycle of studies			
1.	Title of the course	Contemporary health policies			
2.	Code	4EK136012			
3.	Curriculum	Health Management			
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics			
5.	Cycle of studies (I, II, III cycle)	I cycle of studies			
6.	Academic year / term	Third year/VI(six) term	7.	ECTS credits	8
8.	Teacher	Full professor Trajko Miceski Teaching assistant Kostadinka Chabuleva			
9.	Preconditions of the enrollment of the course				
10.	Course objectives(Competencies): The aim is to introduce students to issues of health systems and the role of public health policy in protecting the health of individual and community and using the skills and knowledge in establishing priorities in the reform process in the health system.				
11.	Contents of the course:				

	The essence of the matter is presented the contemporary public health policy analysis and understanding of the social allocation of resources to meet health needs. In the first part are taught basic factors that influence the formulation of the demand for health services and the factors affecting the process of funds available to meet health needs. In the second part science course analyzes the financing of health care.. Also special attention is paid to reform of the health system of the Republic of Macedonia in the process of policymaking. It is emphasized the importance of identifying health problems and professional competencies in order to resolve them and the measures taken by the state in terms of health promotion. The specifics of the health system are examined, challenges of the individual and the society, the use of intellectual knowledge in practice and perception of their role in the system of public health. It is considered with caution the process of formulating health policy as a cornerstone for reform of the health system followed by laws and other legal regulations.				
12.	Learning methods: Oral and writing method of presentation				
13.	Total disposable study hours		216		
14.	Distribution of the disposable study hours		3+2+2		
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures	3 hours	
		15.2.	Practical (laboratorial, auditorium), seminars, team working	2 hours	
16.	Other forms of teaching activities	16.1.	Learning of teaching material	1 hour	
		16.2.	Preparation for practical	1 hour	
		16.3.	Consultations		
17.	The method of evaluation				
	17.1.	Tests& colloquiums		70	
	17.2.	Seminar work/ project ( presentation: written and oral)		10 scores	
	17.3.	Active role &activity and participation		20 scores	
18.	Evaluation criteria (scores/ grade)		under 50 scores	5 (five) (F)	
			from 51 to 60scores	6 (six) (E)	
			from 61 to70 scores	7 (seven) (D)	
			from 71 to 80 scores	8 (eight) (C)	
			from 81 to 90 scores	9 (nine) (B)	
			from 91 to 100scores	10 (ten) (A)	
19.	Precondition for getting a Professor's signature and passing of the final exam		Success of 60% of the colloquiums and the final exam		
20.	Language of teaching		Macedonian, English		
21.	Quality evaluation method of the teaching process		Self evaluation		

22.	Literature					
	22.1.	Obligatory literature& Required text				
		Ordinal number	Author	Title	Publisher	year
		1.	Biljana Gorgoska	Internal script		2012
		2.				

	22.2.	3.				
		Additional literature				
		Ordinal number	Author	Title	Publisher	Year
		1.	1. Samuelson, P.A., Nordhaus, W.D.	Ekonomija, poglavlja: 15, 16, 21, 22, 23	MATE d.o.o., Zagreb,	2000
		2.	2. Fosher, A.,	A new public health policy in the European Union , Vol. 5, No 1	Eurohealth	1999
		3.				

Attachment No.3		Course Syllabus for first cycle studies				
1.	Title of the subject		Health Care System in Macedonia			
2.	Code		4EK111412			
3.	Study program		Health Management			
4.	Organizer of the Curs (unit or institute, department, division)		Faculty of Economics			
5.	Degree (first, second, third cycle)		First			
6.	Academic year / semester		third / VI (sixth seemstar)	7.	Number of ECTS credits	6
8.	Teacher		Jovan Pejkovski, prof. PhD junior assistant M.A. Blagica Jovanova			
9.	Preconditions for subject enrolling					
10.	Objectives of the curriculum (competencies): The aim is to introduce students to issues of health systems and health policy role in protecting the health of the individual and the community and use the skills and knowledge in establishing priorities in the reform process in the health system.					
11.	Contents of the curriculum: The essence of the matter is the health care system in Macedonia. In the first part are taught basic factors that influence the formulation of the demand for health services and the factors affecting the process of funds available to meet health needs. In the second part science course analyzes the financing and the model of financing zdravstvenata protection in Macedonia. Also special attention is paid to reform the health system in Macedonia. Emphasized the importance of identifying health problems and professional competencies towards their resolution. We studied the specifics of the health system, health and social insurance as the health care system as a whole. Reveal problems in practice and perception of their role in the system of public health. With caution considering the process of formulating health policy as a cornerstone for reform of the health system followed by laws and other legal regulations. Thematic units: The health system in Macedonia, System Solutions, institutional foundations, types of healthcare, institutions that implement health care, rights of health care, users of rights of health care, management and leadership of the JSU, Skills in the management of Public Health, Health Care and Social Inclusion, Doing business health care, public health system of care.					
12.	Learning methods: Method of oral and written exposure					
13.	Total time on disposal		156			
14.	Time distribution		2+2+1			
15.	Forms of teaching activities	15.1.	Lectures-theory			2
		15.2.	Exercises (laboratory, auditory), seminars, team work			2



16.	Other forms of activities		16.1.	Lectures preparation	
			16.2.	Exercises preparation	1
			16.3.	Consultations	
17.	Method of assessment				
	17.1.	Tests			70 points
	17.2.	Seminar paper / project (presentation: written and oral)			10 pints
	17.3.	Activity and participation			20 points
18.	Criteria for evaluation (score / grade)		up to 50 points		5 (five) (F)
			from 51 to 60 points		6 (six) (E)
			from 61 to 70 points		7 (seven) (D)
			from 71 to 80 points		8 (eight) (C)
			from 81 to 90 points		9 (nine) (B)
			from 91 to 100 points		10 (ten) (A)
19.	Requirement for signature and passing the final exam		At least 60% success from the two colloquia or the written exam		
20.	Lectures language		Macedonian		
21.	Method of monitoring the quality of teaching		Self-evaluation		

22.	Literature:					
	22.1.	Compulsory literature:				
		No.	Author	Title	Editor	Year
		1.	Jovan Pejkovski, prof. PhD	notes authorized		2010
	22.2.	Additional literature:				
		No.	Author	Title	Editor	Year
		1.				
		2.				
		3.				

Addition number 3		Course Syllabus I cycle of studies			
1.	Title of the course	Business Planning			
2.	Code	4EK134512			
3.	Curriculum	Management and Entrepreneurship			
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics			
5.	Cycle of studies (I, II, III cycle)	I cycle of studies			
6.	Academic year / term	Third year/ VI term	7.	ECTS credits	6
8.	Teacher	Prof. Mitko Kocovski			
9.	Preconditions of the enrollment of the course				
10.	Course objectives(Competencies): The aim of this course is to help students in understanding the conscious behaviour of the enterprise in the contemporary economic conditions. In this framework, the way of preparing				

	and making planned decisions for aims, politics and plans based on preconditions for effective and quality planning, is presented. Among them, special emphasis is put on: forecasting, information system, methodology for planning, organization of planning, methods for planning, and etc.			
11.	Contents of the course: Short-term planning Strategic planning Character and concept of business planning Development of analytical and communication skills, Managers and planning Preconditions for planning (forecasting, methodology, organization, systems of information, decision-making, and methods for planning) Business planning in selected functional area Products of business planning (objectives, business politics, and plans)			
12.	Learning methods: Oral and writing method of presentation			
13.	Total disposable study hours	156		
14.	Distribution of the disposable study hours	2+2+1		
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures	2
		15.2.	Practical (laboratorial, auditorium), seminars, team working	1
16.	Other forms of teaching activities	16.1.	Learning of teaching material	1
		16.2.	Preparation for practical	1
		16.3.	Consultations	
17.	The method of evaluation			
	17.1.	Tests& colloquiums		70 scores
	17.2.	Seminar work/ project ( presentation: written and oral)		10 scores
	17.3.	Active role &activity and participation		20 scores
18.	Evaluation criteria (scores/ grade)	under 50 scores		5 (five) (F)
		from 51 to 60scores		6 (six) (E)
		from 61 to70 scores		7 (seven) (D)
		from 71 to 80 scores		8 (eight) (C)
		from 81 to 90 scores		9 (nine) (B)
		from 91 to 100scores		10 (ten) (A)
19.	Precondition for getting a Professor's signature and passing of the final exam		Success of 60% of the colloquiums and the final exam	
20.	Language of teaching		Macedonian, English	
21.	Quality evaluation method of the teaching process		Self evaluation	

22.	Literature				
	22.1.	Obligatory literature& Required text			
		Ordin	Author	Title	Publisher

		al numb er				
		1.	Bobek Suklev	Business Planning, 3th edition	Faculty of Economics- Skopje	2009
		2.	Berry, Timothy J.	The Book on Business Planning	Palo Alto Software, Inc. Eugene,	2004
		3.				
	22.2.	Additional literature				
		Ordin al numb er	Author	Title	Publisher	Year
		1.	Norman M. Scarborough and Thomas W. Zimmerer	Effective Small Business Management	Pearson- Prentice Hall, Upper Saddle River	2006
		2.	M. Grant, Robert	Contemporary Strategic Analysis	Blackwell Publishing, Malden, MA	2005
		3.				

### Деловен јазик 3

Addition number 3		Course Syllabus I cycle of studies				
1.	Title of the course	Management of hospitals(public and private)				
2.	Code	4EK133712				
3.	Curriculum	Health Management				
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics				
5.	Cycle of studies (I, II, III cycle)	I cycle of studies				
6.	Academic year/term	Fourth year/ VII term	7.	ECTS credits	8	
8.	Teacher	Assistant professor Gordana Panova Assistant M.A Goran Miladinov				
9.	Preconditions of the enrollment of the course					
10.	Course objectives(Competencies): Understanding of the functioning of the managing of the public and private hospitals, tuition for prospective managerial staff that will be in function of better public health system. The main goal of the course is that through examining of this discipline students to be able to acquire more advanced ideas for management techniques that are used in the hospitals in aim to learn more about the appropriate functioning of the hospitals and to learn more about the techniques which are implemented into practice of working in our country, EU countries and in other countries around the world as well. Through the examining of the discipline the students will					

	be able to understand and to define the need and the role of the technical personnel in the hospitals as well.		
11.	<p>Contents of the course:</p> <p>The course will cover the following topics:</p> <p>Definition of health, disease, Health system and managing, Hospitals, physicians, patients and nurses Theoretical approaches to the health and health system, health expenses, managing of health care, The Importance of the hospitals and history of management of the hospitals, The nature of work of the managers in the health sector, The public and private hospitals in the health system, Management of the public and private hospitals, Public-private partnerships for hospitals, the partnerships with the private sector, Sector of Public hospitals and sector of private hospitals, The Autonomy of the hospitals as a way of improvement of efficiency, Human resource planning in the hospitals, Hospital managing through communication perspective, Inspiration and motivation of the employees in the hospitals, Standards for public and private hospitals, Medical evaluation and management, Measures for improvement of hospitals efficiency, Hospitals and ISO 9002 Certificate.</p>		
12.	Learning methods: Oral and writing method of presentation		
13.	Total disposable study hours	216	
14.	Distribution of the disposable study hours	3+2+2	
15.	Forms of teaching activities	15.1.	teaching- Theoretical lectures 3 hours
		15.2.	Practical (laboratorial, auditorium), seminars, team working 2 hours
16.	Other forms of teaching activities	16.1.	Learning of teaching material 1 hours
		16.2.	Preparations for practical 1 hours
		16.3.	Consultations
17.	Method of evaluation		
	17.1.	Tests& colloquiums	70 scores
	17.2.	Seminar work/ project ( presentation: written and oral)	10 scores
	17.3.	Active role& activity and participation	20 scores
18.	Evaluation criteria (scores/ оценка)	under 50 scores	5 (five) (F)
		from 51 to 60 scores	6 (six) (E)
		from 61 to 70 scores	7 (seven) (D)
		from 71 to 80 scores	8 (eight) (C)
		from 81 to 90 scores	9 (nine) (B)
		from 91 to 100 scores	10 (ten) (A)
19.	Precondition for getting a Professor's signature and passing of the final exam	Success of 60% of the colloquiums and the final exam	
20.	Language of teaching	Macedonian, English	
21.	Quality evaluation method of the teaching process	Self evaluation	

22.	Literature	
	22.1	Obligatory literature& Required text

	.	Ordina l numbe r	Author	Title	Publisher	year
		1.	Assistant professor and Assistant M.A Goran Miladinov	Management of public and private hospitals(internal script)		2011
	22.2	Additional literature & Supplies				
		Ordina l numbe r	Author	Title	Publisher	year
		1.	Goyal R.C.,	" Handbook of hospital personal management",	Prentice Hall of India	1996

Addition number 3		Course Syllabus I cycle of studies			
1.	Title of the course	Economics, organization and financing of local health			
2.	Code	4EK133812			
3.	Curriculum	Health management			
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics			
5.	Cycle of studies (I, II, III cycle)	I cycle of studies			
6.	Academic year / term	Fourth / VII	7.	ECTS credits	8
8.	Teacher	Assistant professor Olivera Gjorgieva-Trajkovska Assistant Blagica Jovanova			
9.	Preconditions of the enrollment of the course				
10.	Course objectives(Competencies): Introduction to basics and concepts of organization and financing of health care, with priority on local health. Subject discipline Economics, organization and funding of local health, acquaints students with the theoretical foundations of economic management of business entities, with particular emphasis on health facilities and institutions at local level, which aims at finding rules for their functioning.				
11.	Contents of the course: Introduction to the economics of health care; Distribution of medical services; Balancing between quantity and quality of medical services; Health insurance market, its activity and structure; Economies of scale; Market medical services at the local level; Pricing of health services local health, job market of medical services at the local level; Lack and surplus of medical labor; Defining the optimal number of doctors; Distribution of medical specialties; The market for medical education, fairness and efficiency; The role of government in health and medical care; Government intervention in medical care; Health policy and legislative market; Government in terms of public interest; Economic theory of government; National and Local Health; Conflicting objectives of national and local health insurance; Development of public health institutions in Macedonia; System prevention of public health; Organization of public health institutions at central and local level in the Republic of Macedonia; Reformed system of performing medical services in the Republic of Macedonia; Advantages of centralization and decentralization; Financing of basic functions of public health: regional				

	and central; Patterns of regional business plans.				
12.	Learning methods: Oral and writing method of presentation				
13.	Total disposable study hours		216		
14.	Distribution of the disposable study hours		3+2+2		
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures	3	
		15.2.	Practical (laboratorial, auditorium), seminars, team working	2	
16.	Other forms of teaching activities	16.1.	Learning of teaching material	1	
		16.2.	Preparation for practical	1	
		16.3.	Consultations		
17.	The method of evaluation			70 scores	
	17.1.	Tests& colloquiums			
	17.2.	Seminar work/ project ( presentation: written and oral)		10 scores	
	17.3.	Active role &activity and participation		20 scores	
18.	Evaluation criteria (scores/ grade)		under 50 scores	5 (five) (F)	
			from 51 to 60scores	6 (six) (E)	
			from 61 to70 scores	7 (seven) (D)	
			from 71 to 80 scores	8 (eight) (C)	
			from 81 to 90 scores	9 (nine) (B)	
			from 91 to 100scores	10 (ten) (A)	
19.	Precondition for getting a Professor's signature and passing of the final exam		Success of 60% of the colloquiums and the final exam		
20.	Language of teaching		Macedonian, English		
21.	Quality evaluation method of the teaching process		Self evaluation		

22.	Literature					
	22.1.	Obligatory literature& Required text				
		Ordin al numb er	Author	Title	Publisher	year
		1.	Paul G.Feldstajn	Economics in health	Akademski pecat, Skopje	2009
		2.	William N. Zelman, Michael J. McCue	Financial Management of Health Care Organizations,		2004
		3.				
	22.2.	Additional literature				
		Ordin al	Author	Title	Publisher	Year

		number				
		1.	Louis C. Gapenski	Healthcare finance, An Introduction to Accounting and Financial Management		2005
		2.	Bojadzioski,Dimitar; Olga Blazeska	Economics of enterprises	Faculty of Economics, Skopje	2003
		3.				

Addition number 3		Course Syllabus I cycle of studies				
1.	Title of the course		Strategic Management			
2.	Code		4EK135412			
3.	Curriculum		Health Management			
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)		Faculty of Economics			
5.	Cycle of studies (I, II, III cycle)		I cycle of studies			
6.	Academic year / term		Third year/ VI term	7.	ECTS credits	8
8.	Teacher		Prof. Trajko Miceski			
9.	Preconditions of the enrollment of the course					
10.	Course objectives(Competencies): The subject is conceptualized to enable students evaluation and application of key elements of strategic analysis, choosing the right strategy within a flexible plan, and to stimulate thinking about the problems associated with implementation of formulated strategy.					
11.	Contents of the course: The nature of strategic management, managers and strategic management; Assess the external environment, internal environment assessment, strategy formulation, analysis and choice of strategy, execution of strategy, assessment and control strategy, technology and strategy, Strategic management and small business; International strategic management					
12.	Learning methods: Oral and writing method of presentation					
13.	Total disposable study hours		216			
14.	Distribution of the disposable study hours		3+2+2			
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures			3
		15.2.	Practical (laboratorial, auditorium), seminars, team working			2
16.	Other forms of teaching activities	16.1.	Learning of teaching material			1
		16.2.	Preparation for practical			1
		16.3.	Consultations			

17.	The method of evaluation		
	17.1.	Tests& colloquiums	70 scores
	17.2.	Seminar work/ project ( presentation: written and oral)	10 scores
	17.3.	Active role &activity and participation	20 scores
18.	Evaluation criteria (scores/ grade)	under 50 scores	5 (five) (F)
		from 51 to 60scores	6 (six) (E)
		from 61 to70 scores	7 (seven) (D)
		from 71 to 80 scores	8 (eight) (C)
		from 81 to 90 scores	9 (nine) (B)
		from 91 to 100scores	10 (ten) (A)
19.	Precondition for getting a Professor's signature and passing of the final exam	Success of 60% of the colloquiums and the final exam	
20.	Language of teaching	Macedonian, English	
21.	Quality evaluation method of the teaching process	Self evaluation	

22.	Literature				
	22.1.	Obligatory literature& Required text			
		Ordinal number	Author	Title	Publisher year
		1.	B. Suklec; Lj. Drakulevski	Strategic Management	Faculty of Economics, Skopje 2001
		2.			
		3.			
	22.2.	Additional literature			
		Ordinal number	Author	Title	Publisher Year
		1.	W. Hill, Charles; R. Jones, Gereth	Strategic Management, An Integrated Approach	Houghton Mifflin Company, Boston 2004
		2.	M. Grant, Robert	Contemporary Strategic Analysis	Blackwell Publishing, Malden, MA 2005
		3.			



Addition number 3		Course Syllabus I cycle of studies			
1.	Title of the course	Health Investments			
2.	Code	4EK110912			
3.	Curriculum	Health Management			
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics			
5.	Cycle of studies (I, II, IIIcycle)	I cycle of studies			
6.	Academic year / term	Fourth / VII Term	7.	ECTS credits	4
8.	Teacher	Ass. Professor Janka Dimitrova			
9.	Preconditionsof the enrollment of the course				
10.	Course objectives(Competencies): Scope of the program is to provide theoretical and applicable knowledge in the field of investments and the investment process, preparation of investment studies, especially the economic study, evaluation and selection of investment projects and analyze the risks associated with investing. Also provided is the introduction to key concepts and developments in health, and economic analysis and identify key needs for investment in health				
11.	Contents of the course: Investment as an economic category; structural analysis of investments, investment and economic development; determinants of investment, sources of investment, investment process, analysis of relevant factors for the feasibility of investment projects, financing of investment projects and the cost of capital; projecting the cash flows the project; economic efficiency of investments; period of return and rate of return on investments, net present value and the index of profitability of the project, internal rate of profitability, investment criteria in various cases of investment, risk assessment of the efficiency of investment projects . Furthermore: Investments for health promotion and health system benefits from investments in health and health system, strategies and priorities for development in health, role of state investment in health.				
12.	Learning methods:Oral and writing method of presentation				
13.	Total disposable study hours	120			
14.	Distribution of the disposable study hours	2+1+1			
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures	2	
		15.2.	Practical (laboratorial, auditorium), seminars, team working	1	
16.	Other forms of teaching activities	16.1.	Learning of teaching material		
		16.2.	Preparation for practical	1	
		16.3.	Consultations		
17.	The method of evaluation				
	17.1.	Tests& colloquiums			70 scores
	17.2.	Seminar work/ project ( presentation:written and oral)			10 scores
	17.3.	Active role &activity and participation			20 scores

18.	Evaluation criteria (scores/grade)	under50scores	5 (five) (F)
		from51to 60scores	6 (six) (E)
		from61to70scores	7 (seven) (D)
		from71to80scores	8 (eight) (C)
		from81to90scores	9 (nine) (B)
		from91to100scores	10 (ten) (A)
19.	Precondition for getting a Professor's signature and passing of the final exam	Success of 60% of the colloquiums and the final exam	
20.	Language of teaching	Macedonian, English	
21.	Quality evaluation method of the teaching process	Self evaluation	

22.	Literature					
	22.1.	Obligatory literature& Required text				
		Ordin al numb er	Author	Title	Publisher	year
		1.	Nestorovski, Metodija	Economics of Investment	Faculty of Economics, Skopje	2005
		2.	Bodi, A.Kejn, A.J.Markus	Investments	Tabernakul	Translati on
		3.	Nikola, Klusev	Investments	Matica Makedonska, chosen publications, Skopje	2001
	22.2.	Additional literature				
		Ordin al numb er	Author	Title	Publisher	Year
		1.	World-Bank, World development report,	Investing in health	Oxford University Press for the World Bank, Oxford; New York; Toronto and Melbourne,	1993
		2.	Jack, W.	Principles of Health Economics for Developing Countries	The World Bank, Washington DC,	1999
		3.	Lee, K. and Mills A.	The Economics of Health in Developing Countries,	Oxford University Press, Oxford	1983

Addition number 3		Course Syllabus I cycle of studies				
1.	Title of the course	Environmental health and medicine of labour				
3	Code	4EK135812				
3.	Curriculum	Health management				
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of economics				
5.	Cycle of studies (I, II, III cycle)	I cycle of studies				
6.	Academic year / term	Fourth year / seventh term	7.	ECTS credits	4	
8.	Teacher	Professor Gordana Panova Teaching assistant Borjan Gorgiev				
9.	Preconditions of the enrollment of the course					
10.	Objectives of the curriculum (competencies): After the completion student teaching goal is to be able to monitor the health of the individual and the population depending on the impacts and requirements arising from the way environment function. Assessing the welfare of man and relationship with the environment and identify mechanisms that will ensure development of competent SMT.					
11.	Contents of the curriculum: The student will gain theoretical and practical knowledge for making labor history, assessment of adverse health effects arising from the way haw environment function, assessment of urgency and need for action in accordance with standard procedures in case of poisoning and accident on workplace if conditions permit. The students will be allowed to gain knowledge and skills required for diagnosis of occupational diseases. Thematic units: Introduction to environmental health, the concept of environmental public health-health in macro ecosystems, human health as an environmental issue, Health through the perspective of sustainable development, health and political ecology, health micro-ecosystem health of women and children's health, health of rural and urban communities, environmental management and health assessment of general and specific occupational pathology, preventive medical examinations of the working population, assessment of general and special conditions of work in different working environments, microclimatic factors and specific physical chemical biological conditions in the labor environment, scope of work within the judicial and legal disputes, training and education of health workers and associates.					
12.	Learning methods: Oral and writing method of presentation					
13.	Total disposable study hours	120				
14.	Distribution of the disposable study hours	2+1+1				
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures		2	
		15.2.	Practical (laboratorial, auditorium), seminars, team working		1	
16.	Other forms of teaching activities	16.1.	Learning of teaching material			
		16.2.	Preparation for practical			
		16.3.	Consultations		1	

17.	The method of evaluation			
	17.1.	Tests& colloquiums	70 scores	
	17.2.	Seminar work/ project ( presentation: written and oral)	10 scores	
	17.3.	Active role &activity and participation	20 scores	
18.	Evaluation criteria (scores/ grade)		under 50 scores	5 (five) (F)
			from 51 to 60scores	6 (six) (E)
			from 61 to70 scores	7 (seven) (D)
			from 71 to 80 scores	8 (eight) (C)
			from 81 to 90 scores	9 (nine) (B)
			from 91 to 100scores	10 (ten) (A)
19.	Precondition for getting a Professor's signature and passing of the final exam		Success of 60% of the colloquiums and the final exam	
20.	Language of teaching		Macedonian, English	
21.	Quality evaluation method of the teaching process		Self evaluation	

22.	Literature					
	22.1.	Obligatory literature& Required text				
		Ordinal number	Author	Title	Publisher	year
		1.	Теодор Х.Тулчински, Елена А.Варавикова& Teodor Tulchinsky and Elena A.Varavikova	Новото јавно здравство (The new public health)	НИП "Студентски збор", Скопје	2003
		2.	Landrigan P.J	Environmental disease-a preventable epidemic	American journal of public health	1992
		3.				
	22.2.	Additional literature				
		Ordinal number	Author	Title	Publisher	year
		1.				
		2.				
		3.				

Addition number 3		Course Syllabus I cycle of studies	
1.	Title of the course	Total Quality Management In Health Care	
2.	Code	4EK134012	
3.	Curriculum	Health management	

4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics			
5.	Cycle of studies (I, II, III cycle)	I cycle of studies			
6.	Academic year /term	Fourth year/eighth semester	7.	ECTS credits	6
8.	Teacher	Assistant professor Violeta Madzova Teaching assistant Tamara Jovanov Marjanova			
9.	Preconditions of the enrollment of the course	/			
10.	Course objectives (Competencies):  Obtaining knowledge about the use of terms of quality and training of students to continually manage the quality of health care organizations.				
11.	Contents of the course:  Concepts of quality management, Three principles of total quality management, Tools for continuous improvement of quality, Systemic perspective on quality management, System models for health managers System structure, Objectives, Purpose (Mission) Perform the measurement, Organizational extension, Implemented practices Team strategies epilogue, practices.				
12.	Learning methods: Oral and writing method of presentation				
13.	Total disposable study hours		156		
14.	Distribution of the disposable study hours		24+48+24+96+10		
15.	Forms of teaching activities	15.1.	Teaching - theoretical lectures	24 hours	
		15.2.	Practical (laboratorial, auditorium), seminars, team working	48 hours	
16.	Other forms of teaching activities	16.1.	Learning of teaching material	24 hours	
		16.2.	Preparation for practical	96 hours	
		16.3.	Consultation	10 hours	
17.	The method of evaluation				
	17.1.	Tests & colloquiums			70 scores
	17.2.	Seminar work/ project ( presentation: written and oral)			10 scores
	17.3.	Active role & activity and participation			20 scores
18.	Evaluation Criteria (scores/ grade)		under 50 scores		5 (five) (F)
			from 51 to 60 scores		6 (six) (E)
			from 61 to70 scores		7 (seven) (D)
			from 71 to 80 scores		8 (eight) (C)
			from 81 to 90 scores		9 (nine) (B)
			from 91 to 100 scores		10 (ten) (A)

19.	Precondition for obtaining a Professor's signature and passing of the final exam	Success of 60% of the colloquiums and the final exam
20.	Language of teaching	Macedonian, English
21.	Quality evaluation method of the teaching process	Self evaluation

22.	Literature				
	22.1.	Obligatory literature & Required text			
		Ordinal number	Author	Title	Publisher year
		1.	Kelly Diane	Applying quality Management in healthcare – A process for Improvement	Health Administration Press, Chicago, Illinois AUPHA Press, Washington, DC, 2003
		2.	Chepujnoska Violeta	Quality management	Faculty of Technology – University “Ss. Cyril and Methodius” 2009
		3.			
	22.2.	Additional literature& Supplies			
		Ordinal number	Author	Title	Publisher year
		1.	McNulty, T. and E. Ferlie	Reengineering Health Care	Oxford University Press 2004
		2.	Carlos Lopes and T. Theisson	Ownership, Leadership and Transformation: Can We Do Better for Capacity Development	UNDP 2003
		3.	Jones, G. R	Organizational Theory, Text and Cases, Third Edition	Prentice 2001

Attachment No.3		Course Syllabus for first cycle studies			
1.	Title of the subject	Project Management			
2.	Code	4EK135212			
3.	Study program	Health Management			
4.	Organizer of the Curs (unit or institute, department, division)	Faculty of Economics			
5.	Degree (first, second, third cycle)	First			
6.	Academic year / semester	Fourth/Seventh	7.	Number of ECTS credits	6
8.	Teacher	Assistant Professor PhD Margarita Matlievska			
9.	Preconditions for subject enrolling	/			
10.	Objectives of the curriculum (competencies): The purpose of this course is to develop a students' awareness towards the need for project planning and management, to provide students an overview of the principles and concepts in project management, and to equip students with theoretical background and skills for using the tools of project management . Students should acquire professional attitudes, knowledge and practices that are widely used in project management.				
11.	Contents of the curriculum:				

	Introduction to project management; Project's life cycle and organization; Project management processes; Project-integration management, The coverage of project management, Project management time, Costs for project management, Quality project management, Human resources management			
12.	Learning methods: Method of oral and written exposure			
13.	Total time on disposal		156	
14.	Distribution of time		2+2+1	
15.	Forms of teaching activities	15.1.	Lectures-theory	2
		15.2.	Exercises (laboratory, auditory), seminars, team work	2
16.	Other forms of activities	16.1.	Lectures preparation	1
		16.2.	Exercises preparation	
		16.3.	Consultations	
17.	Method of assessment			
	17.1.	Tests		70 points
	17.2.	Seminar paper / project (presentation: written and oral)		10 pints
	17.3.	Activity and participation		20 points
18.	Criteria for evaluation (score / grade)	up to 50 points		5 (five) (F)
		from 51 to 60 points		6 (six) (E)
		from 61 to 70 points		7 (seven) (D)
		from 71 to 80 points		8 (eight) (C)
		from 81 to 90 points		9 (nine) (B)
		from 91 to 100 points		10 (ten) (A)
19.	Requirement for signature and passing the final exam		At least 60% success from the two colloquia or the written exam	
20.	Lectures language		Macedonian, English	
21.	Method of monitoring the quality of teaching		Self-evaluation	

22.	Literature:					
	22.1.	Compulsory literature:				
		No.	Author	Title	Editor	Year
		1.	Field, Mike and Keller, Laurie	Project Management Open University	International Thomson Press,	1998
		2.	Hughes, Bob and Cotterell, Mike	Software Project Management	McGraw-Hill (4th Ed)	2005
		3.				
	22.2.	Additional literature:				
		No.	Author	Title	Editor	Year
		1.	Gray, Clifford F., Erik W. Larson,	Project Management	McGraw-Hill, New York	2008
		2.	Lockyer, Keith and James Gordon,	Project Management and Project Network techniques	Pitman Publishing, London	1996
		3.				

1.	Title of the course	Conflict Management			
2.	Code	4EK134112			
3.	Curriculum	Health management			
4.	Organizing body of the Curriculum (unit, i.e institute, department, section)	Faculty of Economics			
5.	Cycle of studies (I, II, III cycle)	I cycle of studies			
6.	Academic year / term	Fourth year/ VIII term	7.	ECTS credits	
8.	Teacher	Assistant professor Silvana Pashoska Teaching assistant M.A Goran Miladinov			
9.	Preconditions of the enrollment of the course				
10.	Course objectives(Competencies): The students should be able to analyze and to implement the concepts of the conflict management and the strategies and techniques of the conflict management into personal case study of existing example of conflict.				
11.	Contents of the course: Course review, notion of conflict, Introduction to conflict management, factors that contribute to the outbreak of conflict, characteristics of the subject of conflict, importance of the subject of conflict, structure of conflicts(conflict situations, conflict behavior, conflict attitudes and conflict perceptions),ways of managing conflict, Communication and communication skills, Understanding of personal models of conflicts, An exercise of listening skills, Asserting and skills of cooperation and collaboration, Developing of visual plans of personal styles of conflict, Introduction in principle negotiations, The positions versus interests, the problems and the people, Understanding of common benefits and identifying of the objective criteria, Mediation and playing roles, solving problems without violence, CASE studies, Examples of solving problems without violence against corporations, dictators, protected entourages etc.				
12.	Learning methods: Oral and writing method of presentation				
13.	Total disposable study hours	120			
14.	Distribution of the disposable study hours	2+1+1			
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures	2 hours	
		15.2.	Practical (laboratorial, auditorium), seminars, team working	1 hour	
16.	Other forms of teaching activities	16.1.	Learning of teaching material		
		16.2.	Preparation for practical		
		16.3.	Consultations	1	
17.	The method of evaluation				
	17.1.	Tests& colloquiums			70 scores
	17.2.	Seminar work/ project ( presentation: written and oral)			10 scores
	17.3.	Active role &activity and participation			20 scores
18.	Evaluation criteria (scores/	under 50 scores			5 (five) (F)



	grade)	from 51 to 60scores	6 (six) (E)
		from 61 to 70 scores	7 (seven) (D)
		from 71 to 80 scores	8 (eight) (C)
		from 81 to 90 scores	9 (nine) (B)
		from 91 to 100scores	10 (ten) (A)
19.	Precondition for getting a Professor's signature and passing of the final exam	Success of 60% of the colloquiums and the final exam	
20.	Language of teaching	Macedonian, English	
21.	Quality evaluation method of the teaching process	Self evaluation	

22.	Literature				
	22.1.	Obligatory literature& Required text			
		Ordinal number	Author	Title	Publisher year
		1.		Internal script	
		2.	Robert Bolton,	People Skills: How to Assert Yourself, Listen to Others, and Resolve Conflicts	NY: Simon and Schuster 1986
		3.	R. Fisher and W. Ury	Getting to Yes: Negotiating Agreement Without Giving In	NY: Penquin, 1990
	22.2.	Additional literature			
		Ordinal number	Author	Title	Publisher Year
		1.	Alper, S., Tjosvold, D., Law, K. S.	Conflict management, efficacy, and performance in organizational teams.	- 2000
		2.		Закон за управување со кризи	Службен весник на РМ
		3.	Kotter John & Dan Cohen	<b>The Heart of Change</b>	Harvard Business School Press, Boston 2005

Addition number 3		Course Syllabus I cycle of studies
1.	Title of the course	Risk Management
2.	Code	4EK140412
3.	Curriculum	Health Management
4.	Organizing body of the Curriculum (unit, i.e institute,	Economic Faculty

	department, section)					
5.	Cycle of studies (I, II, III cycle)		I cycle of studies			
6.	Academic year / term		fourth / VIII semester	7.	ECTS credits	48
8.	Teacher		Prof. D-r Risto Fotov			
9.	Preconditions of the enrollment of the course					
10.	Course objectives(Competencies): Understanding what is risk, how can be measured, introducing the paths in risk management, maintenance and improvement of the healthcare system					
11.	Contents of the course: Basic concepts in risk management, Need for Risk Management, Subjects for risk management, methods, standards and quality indicators in healthcare, quality assessment of health technology in accordance with EU and World Health Organization, Planning and Development health system in accordance with quality management in health facilities, risk management in health facilities and institutions, assessment of risks to health facilities and institutions, risk management and achieving desired goals, management financial risks, risk retention, operational management					
12.	Learning methods: Oral and writing method of presentation					
13.	Total disposable study hours		120			
14.	Distribution of the disposable study hours		12+24+12+48+5			
15.	Forms of teaching activities	15.1.	Teaching- theoretical lectures		24	
		15.2.	Practical (laboratorial, auditorium), seminars, team working		48	
16.	Other forms of teaching activities	16.1.	Learning of teaching material		24	
		16.2.	Preparation for practical		96	
		16.3.	Consultations		10	
17.	The method of evaluation					
	17.1.	Tests& colloquiums			70 scores	
	17.2.	Seminar work/ project ( presentation: written and oral)			10 scores	
	17.3.	Active role &activity and participation			20 scores	
18.	Evaluation criteria (scores/ grade)		under 50 scores		5 (five) (F)	
			from 51 to 60scores		6 (six) (E)	
			from 61 to70 scores		7 (seven) (D)	
			from 71 to 80 scores		8 (eight) (C)	
			from 81 to 90 scores		9 (nine) (B)	
			from 91 to 100scores		10 (ten) (A)	
19.	Precondition for getting a Professor's signature and passing of the final exam		Success of 60% of the colloquiums and the final exam			
20.	Language of teaching		Macedonian, English			
21.	Quality evaluation method of the teaching process		Self evaluation			

22.	Literature
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	22.1.	Obligatory literature& Required text			
		Ordinal number	Author	Title	Publisher year
		1.	Lisa Meulbroeck,	“A Senior Manager’s Guide to Integrated Risk Management,”	Journal of Applied Corporate Finance, 14:4, Winter 2002, pp. 56-70. 2002
		2.	Brian W. Nocco and René Stulz	“Enterprise Risk Management: Theory and Practice,”	Journal of Applied Corporate Finance, 18:4, Fall 2006, pp. 8-20. 2006
	22.2.	3.	John R. S. Fraser	“How to Prepare a Risk Profile,” forthcoming in John R. S. Fraser and Betty J. Simkins, Enterprise Risk Management,	John Wiley & Sons, Inc., 2009
		Additional literature			
		Ordinal number	Author	Title	Publisher Year
	22.2.	1.	World Economic Forum	Global Risks 2009	2009
		2.			
		3.			