



SELF-EVALUATION REPORT COVERING PERIOD 2017 - 2021

Department: Department of Economics and Public Administration

STAFFING AND EDUCATIONAL ACTIVITIES

The Department of Economics and Public Administration was established at the School of Business Administration in Karviná in 2014 through the transformation of the Department of Economics, the Department of Social Sciences, and the Department of Law. The Department of Economics was established at the School of Business Administration in Karviná in 1991, and in the following years, it became an integral part of the SU SBA structure. From the very beginning, the members of the department's team provided not only the teaching of courses that are taught in all study programs but also the teaching of narrowly specialized courses.

The Department of Economics and Public Administration consists of a team of seventeen employees and two internal doctoral students, whose qualification structure and professional focus fully correspond to current development trends in the field of Czech higher education. The department can offer students a relatively wide range of courses that focus not only on basic and advanced economics, but also on European integration, international economics, international comparisons, economic policy and its individual segments, public and regional economics or economic analysis, constitutional, financial, and administrative law, social work, and social policy, including sociology of organization and personality psychology.

The department's employees participate in the teaching of courses included in bachelor's, master's, and doctoral degree programs, both at the School of Business Administration in Karviná and other faculties of the Silesian University.

State of the staff as of 31/12/2021	
Position	Number
Academic staff	
Professor	1
Associate Professor	4
Assistant Professor	11
Assistant	1
Lecturer	
Teaching staff	
Professor	
Associate Professor	
Lecturer III.	
Lecturer II.	
Lecturer I.	
Doctoral students	
Full-time	2
Part-time	

In the period 2017-2021, the Department of Economics and Public Administration ensured the implementation of several degree programs. For a long time, the most important of these has been the degree program in Public Economics and Administration, which is among those at the SU SBA with the greatest number of students, whether bachelor's or master's degree. The new professional bachelor's degree program in International Trade, which has piqued the interest of applicants since its inception, began in the academic year 2021/22. From the academic year 2019/2020, the field of study Social



Management was replaced by Social Services Management, which is guaranteed by the Department of Business Economics and Management. However, during the monitored period, gradually teaching in this field of study was coming to an end, which is related to the need to ensure not only its teaching but also a sufficient number of diploma thesis topics. Another field of study that expired during the period was European Integration, where no new students were recruited; however, the last of these students completed their studies in 2017-2019. Due to a lack of student interest in the field of study, teaching in that field was discontinued. Furthermore, as a result of CR's membership in the EU, the field gradually lost its importance, as the issue of the functioning of the European Union was gradually integrated across the faculty's courses.

1 st -year students 2017-2021										
Period	2017		2018		2019		2020		2021	
Fields of study	BA	MA	BA	MA	BA	MA	BA	MA	BA	MA
Public economics and administration	97	59	62	54	53	37	95	83	85	50
International trade									113	
Social management	43		26		29		21			
European integration										

The graduation success rate (the ratio of graduates to enrolled students) in degree programs is not very high, ranging between 30 and 50% in individual years. Then the master's degree is significantly higher than the bachelor's degree. This is mainly due to the high drop rate in the first two years of study when students are subjected to high demands according to the requirements of the institutions where graduates find employment after graduation. Good employability on the labour market for graduates is one of the goals that the SU SBA sets and achieves, despite the region's long-term high unemployment rate.

Graduates 2017-2020										
Period	2017		2018		2019		2020		2021	
Fields of study	BA	MA	BA	MA	BA	MA	BA	MA	BA	MA
Public Economics and Administration	38	48	23	34	21	24	29	25	23	25
International Trade										
Social Management	11		8		9		6		9	
European Integration	5	3	1		1					

In addition to teaching courses within the mentioned degree programs, members of the department teach several faculty-wide courses that are taught across all degree programs taught at the SU SBA, including degree programs taught in English. This is due to their relatively high direct teaching load in individual semesters, which represents, for example, 12-15 hours per week for assistant professors who work full-time in the department. Teaching obligations are supplemented by obligations arising from the administration of qualification theses, of which there are approximately 100 per year on average. The scope of teaching obligations has a significant negative impact on the activities of department members in the field of scientific research and project activities, where the department does not fully exploit the potential provided by its staff composition. This is then related to the scope and quality of many department members' publishing activity.



FOCUS OF SCIENTIFIC AND RESEARCH ACTIVITIES

The scientific research activities of the Department of Economics and Public Administration have long been aligned with the framework theme ‘Macroeconomic aspects of the Czech economy and the role of public administration in the globalized economy’, which is based on the professional focus of the members of the department and the nature of the degree programs and courses whose teaching is guaranteed by the department. During the period under consideration, academics concentrated on three areas of scientific research, namely:

- Economic aspects of public administration
- Legal and social aspects of public administration
- Economic policy in the global economy

The first area focuses on municipal financing and budgetary stability, the use of smart technologies in municipal development, and the issue of financing higher education as an important factor in the development of municipalities, cities, the region, and the state. Last but not least, the emphasis was on dealing with problematic localities, known as brownfields, which are a problem for several municipalities in the Czech Republic.

The second area is covered, for instance, by projects that investigate social security systems in the Czech Republic and other Central and Eastern European countries, as well as the leisure activities of the senior population in Karviná and its surroundings.

The last area of research includes the study of the main macroeconomic and microeconomic factors influencing the position of the Czech economy within the world economy and especially within the economy of the European Union. This is followed by research on the main factors of competitiveness and regional development, both at the macro and micro levels. Last but not least, the department focuses on the functioning of the labour market.

LEVEL OF SCIENTIFIC AND RESEARCH ACTIVITIES

The level of scientific and research activities of the Department of Economics and Public Administration reflects, among other things, the publication activity of their staff. During the monitored period 2017-2021, the department produced four monographs, most of which focused on economic policy issues. Academic staff also contributed to the creation of several monographs by submitting their work as authors of individual chapters, depending on their area of expertise.

Until 2020, articles in conference proceedings, particularly those listed in the Web of Science database, dominated the department's publishing activities. In 2021, there was a significant decrease in this direction, due to a decrease in the number of conferences as a result of the COVID-19 epidemic. At the same time, the lower interest in these types of publications reflects the fact that these publications are given little significance in the Czech Republic's evaluation of scientific research activities. In accordance with the School of Business Administration's strategy, the department also assists doctoral students and young beginning academics in presenting the results of their scientific and research activities at conferences in the Czech Republic and, more importantly, abroad. As a result, they should gain the necessary experience in defending the findings of their scientific work, as well as feedback from professional circles for future improvements.

Since 2017, the evaluation of scientific and research activities in the CR has placed a strong emphasis on publication outputs in scientific journals, particularly those with an impact factor and indexed in the Scopus database. The School of Business Administration's efforts to encourage employees to publish in these journals are also in line with this. This is reflected in the gradual increase in the number of articles published in foreign impact and Scopus journals. Over a 5-year period, the department can report on 9 articles published in journals with an impact factor and 21 articles published in journals in the Scopus database. 23 articles were published in other journals that were indexed in databases such as ERIH +



and Web of Science. As a result, it is apparent that 55% of the 54 articles published in scientific journals were published in impact and Scopus journals.

	Publications	2017	2018	2019	2020	2021
1	Monograph (B)	2	0	2	0	0
2	Chapter in monograph (C)	0	4	1	1	0
3	Article in the scientific journal with impact factor (Jimp)	1	2	0	2	4
4	Article in the scientific Journal listed in Scopus Database (Jsc)	6	5	4	1	5
5	Article in other scientific journal (Jost)	3	6	3	7	4
6	Article in Conference Proceedings (D)	21	21	14	18	9

If we exclude monographs and chapters from monographs, the Department of Economics and Public Administration reports a total of 137 publication outputs from 2017 to 2021. This is because the department has an average of 17 academic staff members at the given time, two of whom work part-time, and two doctoral students can be considered an adequate number. In particular, given that during this time away from teaching, almost all academic staff were involved in the development of distance learning aids, which were required for the successful accreditation of new degree programs. However, the fact that only a small group of 6 to 7 academic staff members are involved in the department's best outputs, which are published in impact and Scopus journals, appears to be a problem.

The Department of Economics and Public Administration holds an international scientific conference on 'Economic and Social Challenges of the European Economy' on a regular basis to support its research activities. The conference reflects the current problems of the European and global economies from an economic and social perspective. A hundred participants, mostly from Central European countries, attend the conference regularly. Proceedings are regularly listed in the Web of Science database.

SCIENTIFIC PROJECTS

Scientific research projects are one of the fundamental mechanisms for funding science and research in the Czech Republic. At the same time, they are an important qualitative indicator in evaluating both the university's research activities and the research activities of individual academic staff. We categorize projects as internal or external, depending on the source of funding. Internal research projects at the School of Business Administration include those supported by the Internal Grant System or the Student Grant Competition, for example. Among the external research projects are those that have received funding from the Czech Republic's Grant Agency, the Czech Republic's Technology Agency, Ministries, the Moravian-Silesian Region, and various European Union funds.

Involvement in the solution of these projects, particularly external ones, is critical in the Czech Republic in terms of obtaining accreditations of study programs and academic staff career development. As a



result, it appears that the majority of the department's staff, including doctoral students, became involved in their solution during the period under consideration. During these five years, the department completed 11 research projects, five of which were external.

Several publications were created in connection with the completion of these projects, be they monographs, papers at international conferences, or articles in indexed journals. Doctoral students' active participation in their solution appears to be vital as well, as they gain much-needed experience in scientific research activities, with the results of these studies subsequently used for dissertation elaboration.

The fact that nearly half of these projects are external in nature is a positive; many universities, institutions, and companies, both in the Czech Republic and abroad, collaborate on many projects (for example, Smart technologies for the improvement of quality of life in cities and regions or EUREGIO-INFO). In addition, the department was able to secure the first project funded by the Technology Agency of the Czech Republic for the entire School of Business Administration. Due to the high level of interest shown by universities and other research organizations in supporting projects within this agency, the proposed project has a 15% chance of being funded.

Projects financed from external sources				
Source	Time period	Project Title	Co-/Investigator	Registration number
Czech Technological Agency	2021–2022	Assessment of the impact of the system changes in a university education since 2016	Pavel Tuleja Michal Tvrdoň	TITSMSMT933
Moravian Silesian Region	2018-2021	Support for talented doctoral students at the Silesian University in Opava	Petra Chmielová	00449/2019/RRC
Moravian-Silesian Region	2019-2022	Support for talented doctoral students at the Silesian University in Opava	Radka Kubalová	06732/2019/RRC
Ministry of Education, Youth and Sports	2019-2022	Smart technologies for the improvement of quality of life in cities and regions.	Jan Nevima Marian Lebieczik Ingrid Majerová Kamila Turečková	CZ.02.1.01/0.0/0.0/17_049/0008452
Ministry of Regional Development	2021-2023	EUREGIO-INFO	Marian Lebieczik Ingrid Majerová Karin Gajdová	CZ.11.4.120/0.0/0.0/20_032/0002847

Projects financed from internal sources (university sources)				
Source	Time period	Project Title	Co- / Investigator	Registration number
Student Grant Competition	2015 - 2017	Influence of Selected Macroeconomic and Microeconomic Determinants on the Competitiveness of Regions and Firms in Countries of the Visegrad Group Plus	Ingrid Majerová	SGS/13/2015
Student Grant Competition	2016 - 2019	13/2015Brownfields in urban and rural space: geographic, economic, historical,	Stanislav Martinát	SGS/21/2016



		legal contexts and their importance for regional development (BURAN)		
Student Grant Competition	2019 - 2020	Brownfields in urban and rural space: geographic, economic, business and public administrative contexts and their importance for regional development (BURAN 2)	Kamila Turečková	SGS/20/2019
Student Grant Competition	2021	Comparison of social security systems in the V4 countries with a focus on family policy.	Ivona Buryová	SGS/13/2021
Student Grant Foundation	2021 - 2022	The tools of the public sector for the strengthening of the regeneration potential of brownfields in the area of the Czech Republic	Jaroslav Škrabal Petra Chmielová	SGF/7/2020
Student Grant Foundation	2021 - 2022	Consumer decision making in the presence of context effects and brands	Radka Kubalová	SGF/6/2020

In addition to scientific research projects, the department also carried out several applied research projects. The most significant of these was a Moravian-Silesian Region-funded project called 'Creation of methodology and tools for monitoring the financial health of municipalities', which was carried out in 2017 and 2018. The project's goal was to develop a comprehensive and simple methodology for assessing municipalities' financial health, which would be freely available on the websites of the School of Business Administration and the Moravian-Silesian Region. The aforementioned software allows municipal and city representatives to determine the state of a municipality's financial health using clearly defined and interpretable indicators. The main benefit of the project is that it raises municipalities' and cities' awareness of their financial health and the risks associated with further irresponsible management.

Another project focused on community research, this time on leisure activities for seniors in the Karviná region. The project was carried out in collaboration with the statutory city of Karviná, and its goal was to assess seniors' awareness and preferences for leisure activities in the Karviná region. A secondary goal of the study was to determine the financial costs of selected leisure activities for the senior population. The study's findings provided the public administration with more information about senior leisure activities and the desires of seniors in this area.

Other community research was conducted in 2017 in collaboration with the statutory city of Karviná. In the first case, a qualitative study of all organizations providing social services was conducted; in the second, a quantitative study was conducted in the field of citizen information about social services in Karviná.

During the years 2018-2019, the department was involved in the project 'Research of conditions for small and medium-sized enterprises in the town of Karviná', which included a comprehensive analysis of the macro and microenvironment, as well as the evaluation of a questionnaire survey and SWOT analysis. The findings of the study helped the city develop a suitable support system for small and medium enterprises in Karviná.

Members of the department also contribute to the development of municipal and city development strategies in our region as part of the activities of the Institute of Interdisciplinary Research, which provides these services to municipalities. These are strategic plans, marketing strategies, and updates for approximately 5 municipalities and cities in the Moravian-Silesian region during this period.

NATIONAL AND INTERNATIONAL COOPERATION

The Department of Economics and Public Administration collaborates with other universities and entities in the Czech Republic and abroad, both for scientific research and educational purposes. The



department is part of a network of cooperating departments that teach economics and public administration in economically oriented faculties in the Czech Republic and Slovakia. Every year, representatives of departments gather for joint seminars to discuss the content and methods of teaching economic courses and public administration courses. In addition, mutual cooperation in the fields of scientific research and publishing is addressed here. The joint monograph *'Selected Chapters from Public Administration and Regional Development'*, for example, is one of the outputs of this cooperation and was published in collaboration with colleagues from the Department of Public Economics and Regional Development, Faculty of Economics, Matej Bel University in Slovakia. These regular meetings are attended by more than a dozen departments from various Czech and Slovak universities.

Specific examples of cooperation in the period 2017-2021:

- The department collaborates closely with the University of Ostrava, the project's main bearer, and the German Fraunhofer Institute for Industrial Engineering IAO on the project 'Smart technologies for the improvement of quality of life in cities and regions.'
- Associate professor Jan Nevima collaborates with the Czech Technological Agency as a professional expert in evaluation of the projects within Beta 2 Programme.
- In 2021, members of the department participated in a development project (funded by the Czech Ministry of Education) called 'CRP18 + Distance Education as a Tool for University Development', which included 25 Czech universities. The project aimed to improve the professional knowledge of university staff in the field of distance education and blended learning, with a key component being the transfer and application of experience and best practices among participating universities.
- Long-term collaboration with Matej Bala University's Faculty of Economics in Banská Bystrica, Slovakia. We analyze the impact of creative actors on regional development and develop the Smart City concept with members of the Department of Public Economics and Regional Development. In this area, primary research is being conducted to determine the efficacy and suitability of incorporating smart public goods into the public spaces of cities and municipalities in the Czech Republic and Slovakia.
- Long-term collaboration with the Polish Faculty of Management at Rzeszów University of Technology, which resulted in the establishment of a joint 'Student Seminar on Management and Financial Issues' in 2016, where students present the results of their research and professional activities. The seminar is held twice a year and is regularly attended by students from up to ten different countries. An international expert commission evaluates their work, and the best are recognized.
- Cooperation with the Polish WSB University, Dąbrowa Górnicza, is taking place as part of the 'EUREGIO-INFO' project solution.
- Cooperation with the University of Economics in Wrocław was also initiated in 2021. The project 'Impact of COVID-19 on international trade as a new challenge in vocational education of university students' was funded by the Operational Program Interreg V-A CZ-PL and will be addressed jointly beginning in 2022.
- Cooperation is developing with the University of Information Technology and Management in Rzeszów (Poland). As part of this cooperation, members of the department participate in conferences and seminars organized by both institutions, as well as in the review of conference proceedings or published journals.
- The department collaborated with the Faculty of Economics of VŠB-TU Ostrava and PRIGO University in organizing international conferences. At the same time, department members participate in state final exams, state doctoral exams, qualification thesis defences, as well as assessment preparation at these universities.



- In recent years, the School of Business Administration has been cooperating intensively with Chinese universities, in which the Department of Economics and Public Administration and its members are actively involved. Firstly, from October to November 2019, the internship of one department member took place in China, specifically at Lanzhou University of Finance and Economics, where Dr. Majerova taught macroeconomics and business English. Cooperation with this university is currently ongoing in the form of publishing activities. Secondly, the publishing business is also being developed with another Chinese university, Shanxi University of Finance and Economics, School of International Trade, Taiyuan City.

The department collaborates with the Laboratory of Economics at University of Orleans in France. In the years 2015 to 2019, an individual contract of doctoral student Michaela Horúcková, the so-called Cotutelle, financed by the French Embassy in the Czech Republic, was implemented on the basis of an Agreement on International Joint Dissertation between the University of Orleans in France and Silesian University in Opava. This dissertation was defended successfully in September 2019.

SOCIAL IMPORTANCE OF SCIENTIFIC AND RESEARCH ACTIVITIES

The Department of Economics and Public Administration's scientific research activities are strongly oriented towards the field of public administration due to the degree programs guaranteed by the department at the faculty. Simultaneously, emphasis is placed on the fact that the implemented research's results and findings are applicable in practice and usable, particularly for entities of state administration and self-government in their activities and decision-making. The department seeks to engage in projects and research whose outcomes contribute to improving the quality of life in cities, municipalities, and regions, for example, by utilizing and implementing new modern smart technologies in public services for citizens, ecology, and health care. There is also a significant social impact in the case of projects involving the evaluation of financial health and long-term sustainable financing of municipalities, as well as the remediation of brownfields on their territory. Social-oriented projects, which are primarily concerned with investigating the living conditions of the senior population in cities, their activities, and the need for social services provided to these people by municipalities, cities, or non-profit organizations, help to improve their lives in society. A significant social impact can also be expected from the project, which the department has been working on with Proces company - Centre for Municipal and Regional Development, plc since 2020. This project focuses on tertiary education and the impact assessment of systemic changes in higher education since 2016. The findings of the project should assist the Ministry of Education, Youth, and Sports and the Czech Republic's government in making further changes in this area to improve the functioning of tertiary education in the Czech Republic so that it is as competitive as possible not only in Europe but also globally.

COOPERATION OF THE DEPARTMENT WITH THE APPLICATION SPHERE

As stated previously, the Department of Economics and Public Administration focuses on scientific research activities whose outcomes can be applied in practice. As a result, within individual projects, they collaborate with several entities in the application sphere. These entities then incorporate some of the project activity's outcomes into their operations. The outcomes of projects arising from the project for entities of state administration and self-government are made available to the general public for use.

The department's goal is to make graduates of the degree programs for which it is the guarantor competitive in the labour market. As a result, they try to involve representatives of potential employers of these graduates early in the preparation and accreditation process, so that they can take into account their specific requirements for the graduate's profile and the content of the study itself. The experts of institutions and businesses (practice) are then brought into the classroom to transfer their professional knowledge and practical experience to the teaching of individual degree programs. During their studies, students also complete professional internships in a variety of institutions and companies, and the department works hard to ensure that the diploma and bachelor's theses that they process before



graduation are linked to the professional internship being done. As a result, there is an effort to ensure that the opponents of these qualification theses are experts from practice. In this manner, the department attempts to obtain critical feedback on the content and quality of teaching that it implements within the individual degree programs.

Below are some specific examples of cooperation with the application sphere:

- During the software update, there was and still is close cooperation between the department and the Moravian-Silesian Region under the Moravian-Silesian Region grant 'Creation of methodology and tools for monitoring the financial health of municipalities' (2017-2018), where a methodology for assessing the financial health of municipalities and cities was developed, including freely available software for municipalities and the city for its evaluation.
- The INTERREG CZ-PL grant 'EUREGIO-INFO' includes collaboration with the Czech Republic's Regional Association of Territorial Cooperation Cieszyn Silesia / Cieszyn-Silesia and Poland's Association for Regional Development and Cooperation 'Olza'. The study focuses on assessing the impact of the COVID-19 pandemic on the labour market, education, healthcare, public administration, tourism and leisure activities in the Cieszyn Silesia border region.
- The department collaborates closely with Proces company - Centre for Municipal and Regional Development, plc in the preparation and implementation of the project financed by the Czech Technological Agency TITSMSMT933 'Assessment of the impact of system changes in university education since 2016'. The project's goal, as previously stated, is to assess the effects of system changes in higher education in the Czech Republic since 2016.
- The department collaborates with several major companies not only from the region as part of the project 'Smart technologies for the improvement of quality of life in cities and regions', which aims, among other things, to support the intensification of long-term cross-sectoral cooperation between research and application sphere in the thematic field of SMART technologies usable for improving the quality of life of citizens in the development of cities and regions: ARRIVA MORAVA a.s., ČEZ ESCO, a.s., BeePartner, a.s., Moravian-Silesian Innovation Center, a.s., AutoCont, a.s. or Agel, a.s.
- The statutory city of Karviná is an important partner for the department, where several projects have been implemented in collaboration and for their needs in the field of community research, the needs of seniors, the quality of services for them, and researching the city's business environment and addressing the issue of brownfields, of which there are many in the city.
- Cooperation is developed with companies such as BONATRANS GROUP, a.s., ArcelorMittal Tubular Products Karviná, a.s., Lazeně Darkov, a.s., and several other important export companies from the region during the preparation and implementation of the degree program in International Trade. Representatives of the state administration and local government, as well as representatives of municipalities and towns from the region, are involved in teaching during the implementation of the Public Economics and Administration degree program.

The School of Business Administration also tries to support the departments' activities by entering into collaboration agreements with external entities, i.e., partners. This collaboration, or partnership, can be strategic, in which the faculty collaborates with companies in a variety of areas, beginning with joint research, organizing various joint events, or involving representatives of these companies in teaching, or professional, in which the cooperation primarily focuses on ensuring the implementation of degree programs and student education.

The department's employees participate in the work of various bodies and committees at the national, regional, and municipal levels:



- Collaboration with the Technology Agency of the Czech Republic (Assoc. Prof. Nevima is an expert in the Beta 2 program) in the project ‘Czech European policy in the context of the Presidency of the EU Council in 2022: preparation, key agendas, promotion and communication, including subsequent evaluation’.
- Cooperation with the Technology Agency of the CR - Assoc. Prof. Nevima is a member of the panel of experts in the ÉTA program's economic panel, where he serves as an evaluator and rapporteur.
- Representation in municipal, town, and regional leadership - Assoc. Prof. Marian Lebieczik is the mayor of Petrovice u Karviné. Assoc. Prof. Tuleja is a member of the Moravian-Silesian Regional Council and the chairman of the Moravian-Silesian Region's Committee for Education, Training, and Employment.
- Members of the department served on various expert committees in the preparation of the statutory city of Karviná's strategic development plan, labelled ‘Karviná high five’, and thus actively participated in the creation of this city's fundamental development document.

The department has also been an active participant in the activities of the Institute of Interdisciplinary Research, which was established at the School of Business Administration to conduct applied commercial research, among other things. The department's staff is primarily involved in the preparation of a variety of analytical, strategic, and conceptual materials used in the activities of municipalities, businesses, and non-profit organizations.

METHOD AND RESULTS OF INTERNAL EVALUATION OF SCIENTIFIC AND RESEARCH ACTIVITIES

Scientific research activities, as well as other activities of academic staff, are evaluated on a regular basis at the School of Business Administration. At the beginning of each academic year, the department head, in collaboration with each department member, develops a plan for personal development. This plan outlines specific tasks and quantifiable results in the areas of teaching and scientific research that the staff member should complete during the academic year. Activities that are intended to lead to the staff member's further qualification growth are an important part of the plan. The staff member indicates his/her intentions regarding the preparation, elaboration, and submission of scientific research or applied project in the scientific research section of the plan or indicates what project he/she is already working on and will continue to work on. It also includes tasks such as writing a scientific article and submitting it to a journal, with a focus on foreign journals with an impact factor or that are listed in the Scopus database. This plan is then evaluated at the end of the academic year, with a discussion with each member of the staff about the success in meeting the goals set. The amount of performance-related pay is adjusted based on the success rate in meeting the set goals. This is an effective method of controlling the employee's activities, the completion of their basic work tasks, and career advancement, thereby achieving the department's medium-term scientific research concept. The evaluation of the School of Business Administration's and its individual departments' scientific research activities is also carried out within the framework of its Scientific Council, with members of the Council being kept up to date through the annual reports discussed by the Scientific Council.