

## TUNING-CALOHEE Qualifications Reference Framework for the First Cycle EHEA / Short Cycle / EQF Level 5

(Based on a combination of the Bologna Process QF for the EHEA and the European Qualifications Framework for Lifelong Learning)

descriptors	QF EHEA 1 <sup>st</sup> cycle	SQF domain dimensions Level 5 (Short Cycle / Associate Degree)	Knowledge Level 5 <b>Comprehensive, specialised, factual and theoretical knowledge within a field of work or study and an awareness of the boundaries of that knowledge</b>	EQF descriptor	Skills Level 5 <b>A comprehensive range of cognitive and practical skills required to develop creative solutions to abstract problems</b>	EQF descriptor	Autonomy and Responsibility (Wider Competences) Level 5 <b>Exercise management and supervision in contexts of work or study activities where there is unpredictable change; review and develop performance of self and others</b>	EQF descriptor
Special feature degree programme			<i>Demonstrate...</i>		<i>Evidence...</i>		<i>Manifest...</i>	
I. <i>Have demonstrated knowledge and understanding in a field of study that builds upon their general secondary education, and is typically at a level that, whilst supported by advanced textbooks, includes some aspects that will be informed by knowledge of the forefront of their field of study</i>		<b>1. Knowledge and understanding</b>	Demonstrate knowledge and understanding of past, current and emergent theories, models and principles in business administration, its sub-disciplines and supporting disciplines.		Evidence to acquire and develop a mixture of methods and tools which will be required to solve a problem in the sub-discipline.  Evidence of an ability to take into account the international dimension of business development.		Manifest the ability to evaluate and choose relevant sub-discipline theories and models for specific situations and decisions.	
II. <i>Can apply their knowledge and understanding in a manner that indicates a professional approach to their work or vocation, and have competences typically demonstrated through devising and sustaining arguments and solving problems within their field of study</i>		<b>2.1 Analysis, synthesising and problem identification and solving</b>	Demonstrate and understand how to use different theoretical and methodological models in order to identify, analyse, synthesise and suggest solutions to problems within the field of study.		Evidence of application of suitable theoretical and methodological models in order to identify, analyse, synthesise and suggest solutions to problems within the field of study.		Manifest an ability to critically gather, evaluate and interpret sources and data that include reflections on ethical, scientific and social issues.	
II. <i>Can apply their knowledge and understanding in a manner that indicates a professional approach to their work or vocation, and have competences typically demonstrated through devising and sustaining arguments and solving problems within their field of study</i>		<b>2.2. Leadership</b>	Demonstrate knowledge of leadership approaches and practices, and motivation of others		Evidence of taking the initiative, leading, and motivating others.  Evidence the skills to change, inspire, influence, negotiate, and persuade others toward a common goal.		Manifest an awareness of how leadership approaches and practices affect a leader's ability to lead and motivate others.  Manifest awareness on how leadership approaches and practices affect others.	

<p>III. <i>Have the ability to gather and interpret relevant data (usually within their field of study) to inform judgements that include reflection on relevant social, scientific or ethical issues</i></p>	<p><b>3. Decision-Making</b></p>	<p>Demonstrate knowledge about the main concepts, models and theories related to decision-making, its stages, and types.</p>	<p>Evidence of understanding and application of models, theories, and concepts in the decision-making process.</p> <p>Evidence of identifying problems, opportunities, and challenges, providing viable and creative solutions, and evaluating them</p>	<p>Manifest the ability to reflect on and show awareness of risk assessment of the economic as well as societal/environmental responsibility that follows with decision making.</p> <p>Manifest the responsibility to listen and understand different viewpoints, and cultural norms and use and share conflicting and overlapping interests from different stakeholder groups in relation to the organisational purpose(s).</p>
<p>IV. <i>Can communicate information, ideas, problems and solutions to both specialist and non-specialist audiences</i></p>	<p><b>4. Communication, Organising, and Teamwork</b></p>	<p>Demonstrate knowledge of how to structure and communicate results or ideas (oral, non-verbal, written, digital) with peers as well as with non-experts in the field.</p>	<p>Evidence to apply suitable communication strategies in order to structure and communicate results or ideas (oral, non-verbal, written, digital) with peers as well as with non-experts in the field.</p>	<p>Manifest a responsibility for selecting suitable communication strategies in order to convey results or ideas effectively (oral, non-verbal, written, visual, digital) with peers as well as with non-experts in the field also taking into account the need for transparency and accountability.</p>
<p>V. <i>Have developed those learning skills that are necessary for them to continue to undertake further study with a high degree of autonomy</i></p>	<p><b>5. Lifelong learning and Professional development</b></p>	<p>Demonstrate knowledge and understanding of learning approaches and methods required for self-directed continuous learning in a variety of formats and settings.</p> <p>Demonstrate understanding of the need to meet professional standards and codes of practice.</p>	<p>Evidence learning skills and appropriate strategies to advance one's own continuous development.</p> <p>Evidence of skills and competences to reflect on practices and codes of practice.</p>	<p>Manifest an ability to design a career path grounded in continuous learning and development.</p> <p>Manifest ability to keep one's knowledge, abilities and competencies up to date in a chosen field.</p>