



BACHELOR OF COMMERCE (BCom – MANAGEMENT)

4-Year • 8-Semester • 240 ECTS

Complete Internationally Benchmarked Curriculum & Syllabus

DOCVERSITY UNIVERSITY

A4 Academic Programme Handbook

Version 1.0 • August 2026

Bachelor / First-Cycle Commerce & Management Programme

Programme Status & International Recognition

Important: This is an internationally benchmarked BCom–Management curriculum framework, not an accreditation certificate. Formal degree recognition depends on Docversity University's legal authorization, national qualification-framework placement, institutional quality assurance and any external accreditation or recognition required in the relevant jurisdiction.

- 240 ECTS over four years: 60 ECTS per year and 30 ECTS per semester.
- Commerce-led curriculum integrating accounting, finance, economics, taxation, law and business management.
- Management emphasis through strategy, HR, marketing, operations, leadership, entrepreneurship and organizational behavior.
- Contemporary capabilities in Business Intelligence, analytics, responsible AI, ESG and digital commerce.

Programme Specification

Item	Specification
Award	Bachelor of Commerce (BCom – Management)
Institution	Docversity University
Duration	4 academic years / 8 semesters
Total credits	240 ECTS
Annual workload	60 ECTS
Semester workload	30 ECTS
Qualification level	Bachelor / first cycle; exact national level subject to competent authority
Delivery	Campus-based, blended or approved equivalent delivery
Language	English recommended for international track; national requirements may apply
Internship	6 ECTS Industry Internship / Commerce Practicum
Capstone	6 ECTS Business Consulting / Capstone Project
Specialization	Four 6-ECTS commerce-management electives in Semesters 7–8

Graduate Profile

The BCom–Management prepares graduates for roles in accounting and finance support, commercial operations, management, marketing, HR, procurement, business analysis, consulting, entrepreneurship and corporate services. It combines the analytical discipline of commerce with broad management capability and digital-business competence.

Programme Learning Outcomes

Code	Competency	Graduate Outcome
PL01	Commerce & Management Knowledge	Integrate accounting, finance, economics, law, marketing, HR, operations and management knowledge.
PL02	Financial & Quantitative Capability	Apply accounting, finance, mathematics, statistics and analytical methods to business decisions.
PL03	Digital & AI Fluency	Use business information systems, analytics and AI responsibly for commerce and management.
PL04	Business Communication	Communicate financial, commercial and managerial information clearly to diverse audiences.
PL05	Ethics, Governance & Sustainability	Apply professional ethics, governance, risk, ESG and stakeholder principles.
PL06	Global Business Competence	Evaluate commercial and managerial issues in international and cross-cultural contexts.
PL07	Strategic Management	Analyze business environments and develop, implement and evaluate strategy.
PL08	Leadership & People Management	Lead teams, manage talent, resolve conflict and support organizational

Code	Competency	Graduate Outcome
		performance.
PLO9	Research & Evidence	Conduct applied commerce/management research using appropriate and ethical methods.
PLO10	Entrepreneurship & Innovation	Identify opportunities, design solutions and create sustainable commercial value.
PLO11	Professional Readiness	Demonstrate employability, professionalism, reflection and lifelong learning.

Curriculum Architecture

- Semesters 1–2 — Commerce Foundations & Business Literacy — 60 ECTS.
- Semesters 3–4 — Accounting, Finance, Law, HR, MIS, Operations, Entrepreneurship & Analytics — 60 ECTS.
- Semesters 5–6 — Advanced Reporting, Strategy, International Business, Investment, People Analytics, ESG & Practicum — 60 ECTS.
- Semesters 7–8 — AI for Commerce, BI, Governance & Risk, Specialization, Simulation & Capstone — 60 ECTS.

8-Semester Study Plan

Semester 1 — 30 ECTS

Code	Course	ECTS	Workload	Indicative Content
BCM101	Financial Accounting I	6	150	Accounting concepts, double entry, journals, ledgers, trial balance, adjustments and financial statements.
BCM102	Principles of Commerce & Management	6	150	Nature of commerce, management functions, organization, planning, coordination and control.
BCM103	Business Economics I	6	150	Demand, supply, elasticity, consumer behavior, production, costs and market structures.
BCM104	Business Mathematics	6	150	Algebra, functions, matrices, financial mathematics, calculus basics and business applications.
BCM105	Business Communication & Digital Literacy	6	150	Professional writing, presentations, workplace communication, digital tools and information literacy.

Semester 2 — 30 ECTS

Code	Course	ECTS	Workload	Indicative Content
BCM106	Financial Accounting II	6	150	Company accounts, partnership accounts, cash flows, accounting standards and financial statement analysis.
BCM107	Business Statistics	6	150	Descriptive statistics, probability, sampling, estimation, hypothesis testing, correlation and regression.
BCM108	Business Law & Commercial Regulations	6	150	Contracts, sale of goods, agency, negotiable instruments, business entities, compliance and dispute resolution.

Code	Course	ECTS	Workload	Indicative Content
BCM109	Principles of Marketing	6	150	Segmentation, targeting, positioning, product, price, promotion, distribution, branding and customer value.
BCM110	Human Resource Management	6	150	HR planning, recruitment, selection, training, performance, compensation and employee relations.

Semester 3 — 30 ECTS

Code	Course	ECTS	Workload	Indicative Content
BCM201	Cost & Management Accounting	6	150	Cost classification, job/process costing, budgeting, CVP, variance analysis and management control.
BCM202	Business Economics II	6	150	Macroeconomic indicators, inflation, unemployment, fiscal/monetary policy, trade and business cycles.
BCM203	Corporate Finance	6	150	Time value of money, capital budgeting, working capital, financing decisions and risk-return.
BCM204	Organizational Behavior	6	150	Motivation, groups, leadership, culture, communication, conflict and organizational change.
BCM205	Business Research Methods	6	150	Research design, literature review, sampling, data collection, analysis, ethics and report writing.

Semester 4 — 30 ECTS

Code	Course	ECTS	Workload	Indicative Content
BCM206	Management Information Systems	6	150	Business processes, databases, ERP, cloud, cybersecurity, digital platforms and data governance.
BCM207	Business & Corporate Taxation	6	150	Tax concepts, business income, indirect taxes, compliance, tax planning and ethical responsibilities; jurisdiction-specific.
BCM208	Operations & Supply Chain Management	6	150	Process design, quality, inventory, procurement, logistics, lean systems and supply-chain strategy.
BCM209	Entrepreneurship & Small Business Management	6	150	Opportunity recognition, business models, feasibility, financing, innovation and small-business growth.
BCM210	Business Analytics Foundations	6	150	Data preparation, spreadsheets, visualization, dashboards and evidence-based managerial decisions.

Semester 5 — 30 ECTS

Code	Course	ECTS	Workload	Indicative Content
BCM301	Advanced Financial Reporting	6	150	Complex transactions, consolidated statements, reporting frameworks, disclosures and interpretation.
BCM302	Strategic Management	6	150	Environmental analysis, competitive advantage, strategy formulation, implementation and control.
BCM303	International Business & Trade	6	150	Globalization, trade institutions, country risk, international entry modes and cross-cultural management.
BCM304	Management Accounting for Decision-Making	6	150	Relevant costing, transfer pricing, performance measurement, strategic costing and managerial decisions.
BCM305	Business Research & Applied Analysis	6	150	Advanced research methods, data interpretation and applied commerce/management research.

Semester 6 — 30 ECTS

Code	Course	ECTS	Workload	Indicative Content
BCM306	Investment & Portfolio Management	6	150	Security analysis, valuation, portfolio theory, diversification, risk management and investment performance.
BCM307	Digital Marketing & Customer Analytics	6	150	Digital channels, CRM, customer journeys, campaigns, analytics and marketing performance.
BCM308	People Analytics & Talent Management	6	150	Workforce metrics, talent strategy, employee experience, performance analytics and evidence-based HR.
BCM309	ESG, Business Ethics & Sustainability	6	150	Corporate responsibility, governance, ESG, stakeholder management and sustainable value creation.
BCM310	Industry Internship / Commerce Practicum	6	150	Supervised workplace learning, professional duties, reflection, employer evaluation and applied portfolio.

Semester 7 — 30 ECTS

Code	Course	ECTS	Workload	Indicative Content
BCM401	Artificial Intelligence for Commerce & Management	6	150	AI strategy, generative AI, automation, predictive analytics, governance, privacy, bias and managerial use.
BCM402	Business Intelligence & Decision Support	6	150	Data models, KPIs, BI dashboards, visualization, executive reporting and decision narratives.
BCM403	Corporate Governance & Risk Management	6	150	Board structures, internal controls, enterprise risk, compliance, assurance and stakeholder accountability.

Code	Course	ECTS	Workload	Indicative Content
BCM404	Commerce–Management Specialization Elective I	6	150	Advanced approved specialization in commerce or management.
BCM405	Commerce–Management Specialization Elective II	6	150	Advanced approved specialization in commerce or management.

Semester 8 — 30 ECTS

Code	Course	ECTS	Workload	Indicative Content
BCM406	Integrated Commerce Business Simulation	6	150	Integrated decisions in finance, accounting, marketing, HR, operations, strategy and ethics.
BCM407	Business Consulting / Capstone Project	6	150	Applied commerce or management problem, research, analysis, recommendations and oral defense.
BCM408	Commerce–Management Specialization Elective III	6	150	Advanced specialization and applied problem-solving.
BCM409	Commerce–Management Specialization Elective IV	6	150	Advanced specialization and professional application.
BCM410	Professional Practice, Career & Employability	6	150	Career planning, CV, interviews, networking, professional identity, entrepreneurship and postgraduate planning.

Commerce–Management Specialization Elective Catalogue

Students select four 6-ECTS electives in Semesters 7–8, subject to prerequisites, scheduling and minimum enrollment. The catalogue may be revised through formal academic governance.

Code	Elective
C01	Advanced Corporate Finance
C02	Financial Markets & Institutions
C03	Investment Analysis
C04	FinTech & Digital Finance
C05	Advanced Taxation
C06	International Taxation
C07	Audit & Assurance
C08	Internal Audit & Controls
C09	Management Accounting & Performance Management
C10	Forensic Accounting & Fraud Risk
C11	Strategic Human Resource Management
C12	Talent & Learning Management
C13	HR Analytics
C14	Strategic Marketing Management
C15	Brand Management
C16	Digital Commerce & E-Commerce
C17	Sales & Customer Relationship Management
C18	Operations & Quality Management
C19	Supply Chain Analytics
C20	Project Management
C21	Innovation & Design Thinking
C22	Entrepreneurship & Venture Management
C23	International Trade Management
C24	Business Negotiation
C25	Business Analytics with Python
C26	Advanced Data Visualization

Code	Elective
C27	Cybersecurity & Business Risk
C28	Sustainable Finance & ESG
C29	Corporate Strategy
C30	Family Business & Governance

Detailed Course Syllabus Framework

Semester 1

BCM101 — Financial Accounting I

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Accounting concepts, double entry, journals, ledgers, trial balance, adjustments and financial statements.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Financial Accounting I.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM102 — Principles of Commerce & Management

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Nature of commerce, management functions, organization, planning, coordination and control.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Principles of Commerce & Management.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM103 — Business Economics I

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Demand, supply, elasticity, consumer behavior, production, costs and market structures.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Business Economics I.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM104 — Business Mathematics

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Algebra, functions, matrices, financial mathematics, calculus basics and business applications.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Business Mathematics.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM105 — Business Communication & Digital Literacy

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Professional writing, presentations, workplace communication, digital tools and information literacy.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Business Communication & Digital Literacy.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

Semester 2

BCM106 — Financial Accounting II

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Company accounts, partnership accounts, cash flows, accounting standards and financial statement analysis.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Financial Accounting II.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM107 — Business Statistics

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Descriptive statistics, probability, sampling, estimation, hypothesis testing, correlation and regression.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Business Statistics.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM108 — Business Law & Commercial Regulations

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Contracts, sale of goods, agency, negotiable instruments, business entities, compliance and dispute resolution.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Business Law & Commercial Regulations.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM109 — Principles of Marketing

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Segmentation, targeting, positioning, product, price, promotion, distribution, branding and customer value.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Principles of Marketing.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM110 — Human Resource Management

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** HR planning, recruitment, selection, training, performance, compensation and employee relations.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Human Resource Management.

- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

Semester 3

BCM201 — Cost & Management Accounting

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Cost classification, job/process costing, budgeting, CVP, variance analysis and management control.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Cost & Management Accounting.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM202 — Business Economics II

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Macroeconomic indicators, inflation, unemployment, fiscal/monetary policy, trade and business cycles.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Business Economics II.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM203 — Corporate Finance

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Time value of money, capital budgeting, working capital, financing decisions and risk-return.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Corporate Finance.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM204 — Organizational Behavior

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Motivation, groups, leadership, culture, communication, conflict and organizational change.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Organizational Behavior.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM205 — Business Research Methods

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Research design, literature review, sampling, data collection, analysis, ethics and report writing.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Business Research Methods.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

Semester 4

BCM206 — Management Information Systems

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Business processes, databases, ERP, cloud, cybersecurity, digital platforms and data governance.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Management Information Systems.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM207 — Business & Corporate Taxation

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Tax concepts, business income, indirect taxes, compliance, tax planning and ethical responsibilities; jurisdiction-specific.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Business & Corporate Taxation.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM208 — Operations & Supply Chain Management

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Process design, quality, inventory, procurement, logistics, lean systems and supply-chain strategy.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Operations & Supply Chain Management.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM209 — Entrepreneurship & Small Business Management

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Opportunity recognition, business models, feasibility, financing, innovation and small-business growth.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Entrepreneurship & Small Business Management.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM210 — Business Analytics Foundations

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Data preparation, spreadsheets, visualization, dashboards and evidence-based managerial decisions.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Business Analytics Foundations.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

Semester 5

BCM301 — Advanced Financial Reporting

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Complex transactions, consolidated statements, reporting frameworks, disclosures and interpretation.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Advanced Financial Reporting.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM302 — Strategic Management

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Environmental analysis, competitive advantage, strategy formulation, implementation and control.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Strategic Management.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM303 — International Business & Trade

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Globalization, trade institutions, country risk, international entry modes and cross-cultural management.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in International Business & Trade.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM304 — Management Accounting for Decision-Making

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Relevant costing, transfer pricing, performance measurement, strategic costing and managerial decisions.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Management Accounting for Decision-Making.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM305 — Business Research & Applied Analysis

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Advanced research methods, data interpretation and applied commerce/management research.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Business Research & Applied Analysis.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

Semester 6

BCM306 — Investment & Portfolio Management

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Security analysis, valuation, portfolio theory, diversification, risk management and investment performance.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Investment & Portfolio Management.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM307 — Digital Marketing & Customer Analytics

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Digital channels, CRM, customer journeys, campaigns, analytics and marketing performance.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Digital Marketing & Customer Analytics.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM308 — People Analytics & Talent Management

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Workforce metrics, talent strategy, employee experience, performance analytics and evidence-based HR.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in People Analytics & Talent Management.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM309 — ESG, Business Ethics & Sustainability

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Corporate responsibility, governance, ESG, stakeholder management and sustainable value creation.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in ESG, Business Ethics & Sustainability.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM310 — Industry Internship / Commerce Practicum

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Supervised workplace learning, professional duties, reflection, employer evaluation and applied portfolio.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Industry Internship / Commerce Practicum.

- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Employer evaluation 25%; reflective journal 15%; practicum report 40%; professional portfolio/presentation 20%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

Semester 7

BCM401 — Artificial Intelligence for Commerce & Management

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** AI strategy, generative AI, automation, predictive analytics, governance, privacy, bias and managerial use.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Artificial Intelligence for Commerce & Management.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM402 — Business Intelligence & Decision Support

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Data models, KPIs, BI dashboards, visualization, executive reporting and decision narratives.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Business Intelligence & Decision Support.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM403 — Corporate Governance & Risk Management

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Board structures, internal controls, enterprise risk, compliance, assurance and stakeholder accountability.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Corporate Governance & Risk Management.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM404 — Commerce–Management Specialization Elective I

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Advanced approved specialization in commerce or management.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Commerce–Management Specialization Elective I.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM405 — Commerce–Management Specialization Elective II

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Advanced approved specialization in commerce or management.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Commerce–Management Specialization Elective II.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

Semester 8

BCM406 — Integrated Commerce Business Simulation

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Integrated decisions in finance, accounting, marketing, HR, operations, strategy and ethics.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Integrated Commerce Business Simulation.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Simulation performance 30%; decision memos 20%; team analysis 20%; executive presentation 20%; reflection 10%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM407 — Business Consulting / Capstone Project

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Applied commerce or management problem, research, analysis, recommendations and oral defense.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Business Consulting / Capstone Project.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Proposal 10%; evidence review 15%; analysis 25%; final report 30%; oral defense 20%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM408 — Commerce–Management Specialization Elective III

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Advanced specialization and applied problem-solving.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Commerce–Management Specialization Elective III.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM409 — Commerce–Management Specialization Elective IV

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Advanced specialization and professional application.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Commerce–Management Specialization Elective IV.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

BCM410 — Professional Practice, Career & Employability

Credits / workload: 6 ECTS / approximately 150 total learner hours. **Scope:** Career planning, CV, interviews, networking, professional identity, entrepreneurship and postgraduate planning.

Indicative learning outcomes:

- Explain core concepts, frameworks and professional practices in Professional Practice, Career & Employability.
- Apply appropriate commerce or management tools to authentic problems.
- Analyze evidence, alternatives, risks and stakeholder implications.
- Communicate defensible conclusions and recommendations professionally.

Indicative assessment: Continuous assessment 30%; applied case/project 20%; midterm assessment 20%; final integrative assessment/examination 30%.

Learning activities: interactive teaching, cases, workshops, problem-based learning, projects, simulations, research, digital practice and independent study.

Accounting, Finance, Tax & Regulatory Competence

- Students should understand applicable accounting and financial reporting frameworks used in the jurisdiction and, where relevant, international reporting concepts.
- Taxation content must be adapted to the University's jurisdiction and current legislation.
- Commercial-law and regulatory content must be reviewed for legal currency before each academic cycle.
- Professional pathways such as accounting, audit or tax practice may require separate statutory examinations, supervised experience or professional membership.

Industry Internship / Commerce Practicum

BCM310 is a required 6-ECTS professional-learning component in an approved business, accounting, finance, commercial or management environment.

- Pre-placement learning agreement and measurable objectives.
- Host supervisor and University academic supervisor.
- Workload consistent with 6 ECTS and applicable national rules.
- Evidence portfolio and reflective journal.
- Final practicum report connecting workplace experience to programme outcomes.

Business Consulting / Capstone Project

- Identify a meaningful commerce, finance, accounting, commercial or management problem.
- Review academic and professional evidence.
- Use an appropriate research or diagnostic method with ethical data practices.
- Analyze findings, risks and alternatives.
- Develop feasible recommendations, implementation roadmap and KPIs.
- Submit a professional report and complete an oral defense.

Teaching, Learning & Assessment Framework

- Each 6-ECTS course represents approximately 150 total learner hours under this framework.
- Use active learning through cases, projects, simulations, authentic business data and presentations.
- Assess progressively from knowledge and comprehension to application, analysis, evaluation and creation.
- Use practical and applied assessment in accounting, finance, analytics, marketing, HR and management courses where feasible.
- AI-assisted work must follow course rules for disclosure, verification, privacy and academic integrity.
- Assessment rubrics should map course outcomes to programme outcomes.

Assurance of Learning & Continuous Improvement

- Direct evidence: financial analysis, research, projects, presentations, simulations, analytics and capstone work.
- Indirect evidence: graduate surveys, employer feedback, practicum evaluations and progression data.

- Maintain a PLO-to-course map showing introduction, development and demonstration.
- Set measurable performance benchmarks for selected PLOs.
- Document curriculum changes and evaluate their effects.
- Use faculty, students, alumni, employers and external academic reviewers in programme review.

Academic, AI, Data & Professional Policies

Academic Integrity: Plagiarism, fabrication, falsification, unauthorized collaboration and prohibited or undisclosed AI use are academic misconduct.

Responsible AI: AI may be used only where permitted; disclose use where required, verify outputs and protect confidential commercial and financial data.

Financial & Client Confidentiality: Protect financial records, customer information, business plans, tax information and other confidential data.

Professional Conduct: Students must demonstrate ethical, respectful, accurate and professional conduct in academic and workplace settings.

Regulatory Currency: Law, tax, accounting and compliance material must be updated regularly to reflect applicable jurisdictional requirements.

Faculty, Resources & Student Support

- Qualified commerce, accounting, finance and management faculty, supplemented by current practitioners where appropriate.
- Business databases, accounting/ERP software, analytics tools, library resources and case materials.
- Academic advising, career services, internship coordination and professional development.
- Faculty development in pedagogy, assessment, digital commerce, analytics and responsible AI.
- Equivalent learning outcomes and assessment validity for approved online/blended delivery.

Graduation Requirements

- Complete all 240 ECTS.
- Complete the 6-ECTS commerce practicum/internship.
- Complete and defend the 6-ECTS capstone.
- Meet University academic-integrity, progression and graduation regulations.
- Meet any applicable national statutory requirements for bachelor's degrees and regulated professional pathways.

International Benchmarking & Recognition

This curriculum is internationally benchmarked rather than automatically accredited. It uses ECTS and contemporary commerce/management education principles including accounting and financial literacy, analytical capability, employability, internationalization, technology, responsible AI, ethics, governance, sustainability and Assurance of Learning.

- European Commission — European Credit Transfer and Accumulation System (ECTS).
- AACSB International — Global Standards for Business Education (2026), used as a business-education quality benchmark where applicable.
- UNESCO Institute for Statistics — ISCED 2011 bachelor/first-cycle Level 6 reference.

Recommended Curriculum Governance

- BCom–Management Programme Committee — curriculum coherence, PLO mapping and annual monitoring.
- Faculty Board — course approval, assessment standards and academic progression.

- Commerce/Industry Advisory Board — employability, regulatory changes, technology and professional relevance.
- Quality Assurance Unit — Assurance of Learning and programme review.
- Academic Affairs / Registrar — official programme specification, transcript and graduation rules.
- External academic/professional reviewers — periodic review of academic level, comparability and professional relevance.

Document Control

Field	Entry
Document	BCom – Management 4-Year / 8-Semester Complete Curriculum & Syllabus
Institution	Docversity University
Version	1.0
Date	August 2026
Format	A4
Total Credits	240 ECTS
Review	Annual course currency review; formal programme review on approved institutional cycle
Approval	To be completed by authorized academic governance and the competent regulator/accreditor, as applicable