

Curriculum at LAB University of Applied Sciences 2025-2026

Complementary competence courses of Faculty of Business and Hospitality Management available 2025-2026 (Bachelor's)

Code	Name	1 y	ECTS total
LLABTO25-26-1001	Modules of Faculty of Business and Hospitality Management available, online		0
LLABTO25-26-1002	Digital marketing and customer experience		60
AL00DG49	Marketing Planning and Management	5	5
AL00DG48	Digital marketing	5	5
AL00CI66	Marketing Law	5	5
AL00CI65	Marketing Psychology	5	5
AL00CI72	Customer Experience development	5	5
AL00DG04	Customer Relations Management	5	5
AL00DG05	Customer Technologies	5	5
AL00CI64	Brand Building	5	5
AL00DG42	Content Creation	5	5
AL00DG41	High-Impact Sales & Customer Engagement	5	5
AL00DG80	Marketing Communication	5	5
AL00DH02	Digital Commerce	5	5
LLABTO25-26-1003	Financial Management		75
LLABTO25-26-1004	Good Accounting Practice		20
AL00DG38	Bookkeeping	5	5
AL00CI85	Financial management processes and systems	5	5
AL00DG39	Preparing Annual Financial Statements	5	5
AL00DG43	Financial statement analysis	5	5
LLABTO25-26-1005	Management Accounting		20
AL00CI88	Cost Accounting and Pricing	5	5
AL00CI89	BI, analytics and reporting	5	5
AL00CC36	Advanced Excel and office tools	5	5
AL00CL91	Utilizing Strategic Thinking in Global Business Simulation	5	5
LLABTO25-26-1006	Financial Markets		25
AL00CI91	Corporate Finance	5	5
AL00CI92	Investment	5	5
AL00CI93	Investments and Financial Planning	5	5
AL00DE71	Financial Law	5	5

AL00CC11	Expert in the Insurance Sector	5	5
AL00DG84	Family law documents	2	2
LLABTO25-26-1007 Taxation and Planning the Financial Statements		15	
AL00CI94	Personal taxation	5	5
AL00CI95	Value added taxation in practice	5	5
AL00CI96	Corporate taxation and planning the financial statements	5	5
LLABTO25-26-1008 Audit		15	
AL00DG44	External Auditing		0
AL00DG45	Internal Control, Internal Auditing and Economic Crime Law		0
AL00DE42	Corporate Responsibility AND Sustainability Reporting		0
LLABTO25-26-1009 Financial Accounting		20	
AL00CJ72	Financial statements of other entities	5	5
AL00CJ73	Consolidated Financial Statements and International Accounting Standards	5	5
AL00CJ74	Special Issues of Limited Liability Company and Mergers	5	5
LLABTO25-26-1010 Business Intelligence		15	
AL00CX16	Process Mining, RPA and AI	5	5
AL00CJ77	Data Management and Data Platforms	5	5
AL00CJ78	Data Analytics	5	5
LLABTO25-26-1011 Payroll Accounting and Labour Law		10	
AL00CD79	Labour Law and Payroll	5	5
AL00CJ75	Specific Payroll Issues and Applications	5	5
LLABTO25-26-1012 Business Development		20	
LLABTO25-26-1013 Management and HR		40	
AL00DG47	Organizational Psychology	5	5
AL00CJ02	Workplace Skills	5	5
AL00CI98	Manager's Toolkit	5	5
AL00CJ01	Human Resource Management	5	5
AL00CJ00	Leadership Trends	5	5
AL00CI97	Healthy and Responsible Organisation	5	5
AL00CL91	Utilizing Strategic Thinking in Global Business Simulation	5	5
AL00CJ04	Strategic Management	5	5
LLABTO25-26-1014 Logistics		55	
AL00CJ07	Inhouse logistics	5	5
AL00CJ08	E-Commerce logistics	5	5
AL00CJ09	Enterprise Resource Planning SAP S/4 HANA	5	5
AL00CJ10	Lean and processes	5	5
AL00CJ11	Key figures and profitability in logistics	5	5
AL00CJ12	Supply Chain Risk Management	5	5
AL00CJ14	International Trade and Transportation Law	5	5

AL00CZ24	Managing Import- and Export Processes	5	5
AL00CU83	Procurement development	5	5
AL00CJ16	Procurement law	5	5
AL00CJ17	Sustainable Supply Chain Management	5	5
LLABTO25-26-1020 Real estate management business			30
AL00CR23	Real estate management		0
AL00CR24	Housing cooperative management		0
AL00CR25	Housing cooperative economy		0
AL00CR26	Communication and customer service in real estate management		0
AL00CS81	Basics of renovation		0
AL00CS80	Basics of building and real estate maintenance		0
LLABTO25-26-1021 Other LAB Faculty of Business and Hospitality Management courses			0
AL00CQ06	International Intensive Week	5	5
AL00CX52	International Intensive Week - Bail Out	5	5
AL00CZ37	International Intensive Week - CC Art Festival		0
AL00CZ38	International Intensive Week - International Marketing Week (IMW)		0
AL00CZ39	International Intensive Week - International Business Week (IBW)		0
LA00BH90	Preparatory studies in mathematics, Faculty of Business and Hospitality Management	3	3
AL00CI76	Service Economy	5	5
AL00CI78	Creative Problem Solving	5	5
AL00CH91	Retail trade environment and competitive tools	5	5
LI00BI23	Departmental HR and Sales Management	5	5
LI00BI24	Retail Business Indicators and Management	5	5
AL00DE42	Corporate Responsibility AND Sustainability Reporting	5	5
AL00CQ02	Developing Professional	5	5
AL00CY20	The foundations of commercialization	5	5
YL00CX08	Emotions and user experience	2	2
AL00DE31	Special Interest Tourism-Opportunities for Thematic Tourism	5	5
AL00DH10	Responsible Business	5	5
LLABTO25-26-1065 Service Business			0
AL00DA48	Revenue and knowledge management in hospitality business	5	5
AL00DA49	The future of the hospitality industry	5	5
AL00DA51	Developing concepts to Service Business	5	5
LLABTO25-26-1022 Modules of Faculty of Business and Hospitality Management available, Lahti			0
LLABTO25-26-1023 Digital marketing and customer experience			75
LLABTO25-26-1024 Digital Marketing Agency Labtic			60
AL00CU84	Digital Marketing Agency Labtic		0

AL00DG51	Professional in a Digital Marketing Agency	5	5
AL00DG50	Team Leader in a Digital Marketing Agency	5	5
AL00DG49	Marketing Planning and Management	5	5
AL00DG48	Digital marketing	5	5
AL00CI68	Content Creation	10	10
AL00CI64	Brand Building	5	5
AL00CI72	Customer Experience development	5	5
AL00DG80	Marketing Communication	5	5
AL00DH00	Achieving Growth with Practical Marketing Tools	10	10
AL00DH01	Building and Developing Websites	5	5
LLABTO25-26-1025 Financial Management		70	
LLABTO25-26-1026 Good Accounting Practice		20	
AL00DG38	Bookkeeping	5	5
AL00CI85	Financial management processes and systems	5	5
AL00DG39	Preparing Annual Financial Statements	5	5
AL00DG43	Financial statement analysis	5	5
LLABTO25-26-1027 Management Accounting		15	
AL00CI88	Cost Accounting and Pricing	5	5
AL00CI89	BI, analytics and reporting	5	5
AL00CL91	Utilizing Strategic Thinking in Global Business Simulation	5	5
LLABTO25-26-1028 Financial Markets		20	
AL00CI91	Corporate Finance	5	5
AL00CI92	Investment	5	5
AL00CI93	Investments and Financial Planning	5	5
AL00DE71	Financial Law		0
AL00CC11	Expert in the Insurance Sector	5	5
AL00DG84	Family law documents	2	2
LLABTO25-26-1029 Taxation and Planning the Financial Statements		15	
AL00CI94	Personal taxation	5	5
AL00CI95	Value added taxation in practice	5	5
AL00CI96	Corporate taxation and planning the financial statements	5	5
LLABTO25-26-1030 Payroll Accounting and Labour Law		10	
AL00CD79	Labour Law and Payroll	5	5
AL00CJ75	Specific Payroll Issues and Applications	5	5
LLABTO25-1009 Audit		15	
AL00DG44	External Auditing		0
AL00DG45	Internal Control, Internal Auditing and Economic Crime Law		0
AL00DE42	Corporate Responsibility AND Sustainability Reporting		0
LLABTO25-26-1031 Management, HR and Entrepreneurship		45	
AL00DG47	Organizational Psychology	5	5

AL00CJ02	Workplace Skills	5	5
AL00CI98	Manager's Toolkit	5	5
AL00CJ01	Human Resource Management	5	5
AL00CJ03	Diversity as an organisational Asset	5	5
AL00CJ00	Leadership Trends	5	5
AL00CI97	Healthy and Responsible Organisation	5	5
AL00CI99	Lahti Venture Program	5	5
AL00CL91	Utilizing Strategic Thinking in Global Business Simulation	5	5
AL00CJ04	Strategic Management	5	5
LLABTO25-26-1032 Events		15	
AL00CS90	Creating Events	5	5
AL00CS91	Event Manager	5	5
AL00CS92	Event projects	5	5
LLABTO25-26-1033 Other LAB Faculty of Business and Hospitality Management courses		0	
LI00BJ60	GetEmployed - Työllisty!		0
AL00CQ06	International Intensive Week		0
AL00CX52	International Intensive Week - Bail Out		0
AL00CZ37	International Intensive Week - CC Art Festival		0
AL00CZ38	International Intensive Week - International Marketing Week (IMW)		0
AL00CZ39	International Intensive Week - International Business Week (IBW)		0
LA00BH90	Preparatory studies in mathematics, Faculty of Business and Hospitality Management	3	3
AL00DH10	Responsible Business	5	5
LLABTO25-26-1034 Modules of Faculty of Business and Hospitality Management available, Lappeenranta		0	
LLABTO25-26-1035 Financial Management		75	
LLABTO25-26-1036 Good Accounting Practice		15	
AL00CI85	Financial management processes and systems		0
AL00DG39	Preparing Annual Financial Statements		0
AL00CJ66	Financial statement analysis	5	5
LLABTO25-26-1037 Management Accounting		20	
AL00CI88	Cost Accounting and Pricing	5	5
AL00CI89	BI, analytics and reporting		0
AL00CC36	Advanced Excel and office tools		0
AL00CL91	Utilizing Strategic Thinking in Global Business Simulation		0
LLABTO25-26-1038 Financial Markets		25	
AL00CI91	Corporate Finance		0
AL00CI92	Investment		0
AL00CI93	Investments and Financial Planning		0

AL00DE71	Financial Law		0
AL00CC11	Expert in the Insurance Sector		0
AL00DG84	Family law documents	2	2
LLABTO25-26-1039 Taxation			15
AL00CI94	Personal taxation	5	5
AL00CI95	Value added taxation in practice		0
AL00CI96	Corporate taxation and planning the financial statements		0
LLABTO25-26-1040 Audit			10
AL00DG44	External Auditing		0
AL00DG45	Internal Control, Internal Auditing and Economic Crime Law		0
LLABTO25-26-1041 Financial Accounting			20
AL00CJ72	Financial statements of other entities		0
AL00CJ73	Consolidated Financial Statements and International Accounting Standards		0
AL00CJ74	Special Issues of Limited Liability Company and Mergers		0
AL00CJ75	Specific Payroll Issues and Applications		0
LLABTO25-26-1042 Law			52
LLABTO25-26-1043 Administrative and Criminal Law			10
AL00CJ52	Administrative and Municipal Law		0
AL00CJ53	Criminal and Procedural Law		0
LLABTO25-26-1044 Market Law			15
AL00CJ54	Intellectual Property Rights		0
AL00CJ55	Market Law and Public Procurements		0
AL00CJ56	International Trade and European Union Law		0
AL00CJ57	The Practical Issues of the Company Law		0
LLABTO25-26-1045 Object and civil law			15
AL00CJ58	General Contract Law		0
AL00CJ59	Practical Contract Law		0
AL00CJ60	Credit and Guarantee Law		0
AL00CJ61	Family and Inheritance Law		0
LLABTO25-26-1046 Financial law			10
AL00CJ62	Personal and International Personal Taxation		0
AL00CJ63	Value added Taxation from the Jurisdictional Perspective		0
AL00CJ64	Corporate Taxation from the Jurisdictional Perspective		0
LLABTO25-26-1047 Labour law			2
AL00CM07	Occupational Safety and Cooperation		0
LLABTO25-26-1048 Complementary Competence			70
AL00CB92	Trends in Accommodation Industry	5	5
AL00CB93	Service Processes in Accommodation Industry	5	5
AL00CB94	E-business and digital processes in the hotel and accommodation	5	5

	industry		
AL00CB95	Revenue Management in Hospitality Industry	5	5
AL00CB97	Hotel and Restaurant Service Design	5	5
AL00CB99	Hotel and restaurant personnel planning	5	5
AL00CC17	Typical Elements of Beer and Wines	3	3
AL00CC18	Adventure Cooking in Nature	3	3
AL00CC19	Marriage of Food and Wine	3	3
AL00CN20	Strategic Management and Hotel Simulation		0
AL00CO37	Placement in Licenced Restaurant	6	6

LLABTO25-26-1049 Other LAB Faculty of Business and Hospitality Management courses 0

AL00CQ06	International Intensive Week		0
AL00CX52	International Intensive Week - Bail Out		0
LA00BH90	Preparatory studies in mathematics, Faculty of Business and Hospitality Management		0
YL00CX08	Emotions and user experience		0

LLABTO25-26-1066 Commercialization 30

LLABTO25-26-1067 From Dreams to Firestone 15

AL00CI64	Brand Building	5	5
AL00DA53	Artificial intelligence as a development tool	5	5
AL00DA54	Market research and customer understanding	5	5

LLABTO25-26-1068 The Revolution of Smart Design 15

AL00CI80	Service Design	5	5
AL00CI81	Innovation Methods and Processes in Practice	5	5
AL00CI82	Strategic Innovation Management	5	5

LLABTO25-26-1069 Market Conquest 10

AL00DA56	Contract Law	5	5
AL00DA57	Intellectual Property Rights	5	5

LLABTO25-26-1050 LAB multidisciplinary modules available 0

LLABTO25-26-1051 Individual courses, which are not included in any of the modules 0

AY00CC26	LAB@key	1	1
AY00CC65	Leadership training in Military Service	5	5
AY00CT09	Effective marketing 1	2	2
AY00CT10	Effective marketing 2	3	3
KE00CE74	Intercultural Awareness		0

LLABTO25-26-1052 Working in a Project 15

AY00CA99	Working in a Project	5	5
AY00DG62	Working in a Project 2	5	5
AY00CB01	Working in a Project 3	5	5

LLABTO25-26-1053 Learning in Projects and Repetitive Projects			0
LA00BR31	Working in a Project - DuuniExpo	5	5
AY00CX51	Working in a Project - DuuniExpo 2		0
AY00DC60	Working in a Project - Business Mill		0
LLABTO25-26-1054 Tutoring			0
KE00BA48	Peer Tutoring	3	3
KE00BA47	International tutoring	3	3
KE00BD84	Head Tutoring	2	2
LLABTO25-26-1055 Student association activity			0
AY00CN12	Student section activity	2	2
AY00CN14	Student association activity	10	10
AY00CN16	Leading student association activity	5	5
AY00CN18	Representative council	3	3
LLABTO25-26-1056 Studies in LAB Focus Areas (in Finnish)			0
LLABTO25-26-1057 Intangible Value Creation			0
LLABTO25-26-1058 Asiakaskokemus ja ihmislähtöinen muotoilu (CX Design)			0
AM00CF03	Basics of Service Design	5	5
LLABTO25-26-1062 Entrepreneurial Path			0
AY00CU90	Entrepreneurship Experience	10	10
AL00CJ05	Growth Entrepreneurship - Startup Kit	5	5
LLABTO25-26-1059 Human Well-being			0
LLABTO25-26-1060 Personalized e-Health Solutions			0
AH00CX23	Personalized Wellbeing Technology Solutions	5	5
AH00CX24	Service Design Basics of Personalized Wellbeing Technology	5	5
AH00CX25	Co-creation of Personalized Wellbeing Technology	5	5
LLABTO25-26-1063 Multipurpose Materials			0
LLABTO25-26-1064 Circular Economy Solutions			0
AT00DC20	Principles of Sustainability and Circular Economy	3	3
AT00CX02	Sustainable Material Cycles	5	5
AL00CI83	Sustainable Innovation Ecosystems in Circular Economy	5	5

LLABTO25-26-1001 Modules of Faculty of Business and Hospitality Management available, online: 0 ECTS

LLABTO25-26-1002 Digital marketing and customer experience: 60 ECTS

AL00DG49 Marketing Planning and Management: 5 ECTS

Learning outcomes

The student is able to

- Explain the impact of marketing strategy on a company's success.

- Identify marketing tactics that support the company's strategy based on their characteristics.
- Analyse a company's operating environment and create a target group-oriented marketing plan.

AL00DG48 Digital marketing: 5 ECTS

Learning outcomes

The student is able to

- define the basic concepts of digital marketing.
- apply digital media as a strategic and tactical tool for various marketing purposes.
- measure and analyse digital marketing.
- create a target group-oriented digital marketing plan.

AL00CI66 Marketing Law: 5 ECTS

Learning outcomes

The student is able to:

- understand the general regulations, consumer protection rules regarding marketing as well as national regulations regarding competition between businesses and marketing law
- is able to recognize and describe the legal risks regarding marketing and take them into account in advance
- understand the key terminology and rules for contracts
- draft a B2B or standard term contract
- evaluate IPR's significance in the business world from a marketing and competition law perspective
- make use of IPR and avoid infringing the IPR of others (in particular digital IPR)

AL00CI65 Marketing Psychology: 5 ECTS

Learning outcomes

The student is able to:

- describe why marketing influences us and the basis of this influence
- name and choose appropriate influencing methods for different situations
- justify professionally to different stakeholders, how they should carry out their marketing

AL00CI72 Customer Experience development: 5 ECTS

Learning outcomes

The student is able to

- describe the customer experience framework
- search for reliable information about established procedures and tools, which can be used for customer experience management and development
- select appropriate procedures for the description and development of customer experience

AL00DG04 Customer Relations Management: 5 ECTS

AL00DG05 Customer Technologies: 5 ECTS**AL00CI64 Brand Building: 5 ECTS****Learning outcomes**

The student is able to:

- understand the importance of a brand to a company's competitiveness and profitability
- describe the various stages of building a brand
- interpret various components as part of a successful brand
- do a starting-point analysis as part of brand building process
- create a plan for building a brand

AL00DG42 Content Creation: 5 ECTS**Learning outcomes**

Students are able to

- describe the role of content production and content strategy in marketing.
- plan and implement content production in a goal-oriented and target group-oriented way
- create content packages that are compatible with brand building.
- produce and adapt appropriate content for different channels
- use artificial intelligence in content production
- can evaluate the effectiveness and efficiency of content

AL00DG41 High-Impact Sales & Customer Engagement: 5 ECTS**Learning outcomes**

The Student is able to

- Design and execute impactful customer interactions
- Manage the sales process and guide customer decision-making
- Create customer value and communicate ethically and sustainably
- Build and maintain long-term customer relationships

AL00DG80 Marketing Communication: 5 ECTS**Learning outcomes**

The student is able to:

- define the main forms, terms, goals, and means of marketing communication
- explain how marketing communication can be used to influence target groups
- describe the role of marketing communication in creating value for brands as well as in creating and maintaining customer relationships
- create an integrated marketing communication plan to achieve the goals

AL00DH02 Digital Commerce: 5 ECTS**Learning outcomes**

The student is able to:

- Evaluate how different digital business models and strategies align with a company's objectives,

offerings, and industry-specific characteristics.

- Assess the resources required for digital commerce and evaluate the interaction between ecosystem stakeholders, technologies, and operations in driving business success.
- Understand the significance of user and customer experience in digital commerce, as well as the requirements for accessibility, data protection, and consumer rights legislation.
- Identify different types of conversions and key performance metrics, and comprehend the impact of conversion optimization on sales and business growth.
- Determine key success factors and analyze megatrends and phenomena shaping digital commerce, with a focus on sustainability perspectives.

LLABTO25-26-1003 Financial Management: 75 ECTS

LLABTO25-26-1004 Good Accounting Practice: 20 ECTS

AL00DG38 Bookkeeping: 5 ECTS

AL00CI85 Financial management processes and systems: 5 ECTS

Learning outcomes

The student is able to:

- clarify the principles and concepts of ERP, and identify the tasks and processes of financial management as part of comprehensive management control and the order-to-delivery process.
- describe invoice practices and utilize the ledger as part of accounting and financial information systems.
- model the financial management process, assess the level of digitalization and identify areas for improvement.
- perform digital financial management, purchase ledger and e-invoicing tasks with representative declarations.

AL00DG39 Preparing Annual Financial Statements: 5 ECTS

AL00DG43 : 5 ECTS

LLABTO25-26-1005 Management Accounting: 20 ECTS

AL00CI88 Cost Accounting and Pricing: 5 ECTS

Learning outcomes

The student is able to:

- use and apply different cost accounting methods
- apply cost based pricing for products and services and identify the elements of profitable pricing

AL00CI89 BI, analytics and reporting: 5 ECTS

Learning outcomes

The student is able to:

- describe key concepts related to business intelligence (BI) as well as requirements and analysis methods of a data analyst
- produce, analyze and visualize data to support decision making
- utilize data visualization and analysis tools

AL00CC36 Advanced Excel and office tools: 5 ECTS

Learning outcomes

The student is able to

- utilize Excel and office applications in a versatile and efficient way for practical work tasks and problem solving
- develop functional tools for everyday routines and analyze the efficiency and maintainability of different solutions
- make integrated use of Excel and office applications for reporting and visual presentations

AL00CL91 Utilizing Strategic Thinking in Global Business Simulation: 5 ECTS

Learning outcomes

Students are able to:

- understand how strategic business decisions affect the success of a company operating in a global marketplace
- operate in a highly competitive market and interpret the cause-and-effect relationships of business
- utilize the company's financial and other reports in its business decisions
- work in a virtual team as part of the company's management team
- analyze the company's external operating environment and internal efficiency
- formulate a coherent strategy and implement it through operational decisions

LLABTO25-26-1006 Financial Markets: 25 ECTS

AL00CI91 Corporate Finance: 5 ECTS

Learning outcomes

Student is able to

assess the company's financing needs and understand methods related to working capital management
 find financing for the company from the financial markets
 compare different sources and forms of financing
 integrate supply chain's financing, purchasing and sales processes
 assess and hedge against financial risks

AL00CI92 Investment: 5 ECTS

Learning outcomes

The student is able to

- do fundamental analysis of stocks

- evaluate risk and return of a stock portfolio
- assess the risks and return in other asset classes such as fixed income instruments

AL00CI93 Investments and Financial Planning: 5 ECTS

Learning outcomes

Student is able to

prepare investment calculations and analyse the return of the investments
draw up financial plans and forecasts
asses and manage investment risks

AL00DE71 Financial Law: 5 ECTS

AL00CC11 Expert in the Insurance Sector: 5 ECTS

Learning outcomes

The student is able to

- define the factors affecting the insurance business
- choose the insurance portfolio based on a customer's needs
- act in different kinds of customer encounters

AL00DG84 Family law documents: 2 ECTS

Learning outcomes

The student is

- able to draft the most common family law documents and recognize their important formal requirements
- able to draft a basic will, continuing power of attorney and estate inventory deed
- familiar with banks' power of attorney requirements when dealing with banking matters
- familiar with the process for dealing with banking matters related to an estate
- familiar with the main principles of dealing with an estate

LLABTO25-26-1007 Taxation and Planning the Financial Statements: 15 ECTS

AL00CI94 Personal taxation: 5 ECTS

Learning outcomes

The student is able to

seek tax-related information independently and apply it to practical situations and know the tax procedure

clarify the structure of the income tax system and the division of sources of income

calculate the income taxes of a natural person on capital and earned income

handle the taxation of owners of different types of companies

handle taxation of different types of investments

describe the principles of transfer taxation, real estate taxation and inheritance and gift taxation

AL00CI95 Value added taxation in practice: 5 ECTS

Learning outcomes

The student is able to

apply VAT legislation in different accounting situations and is familiar with both domestic and foreign trade VAT practices

handle the special situations of VAT in domestic trade

apply VAT regulations to practical accounting work and reporting

AL00CI96 Corporate taxation and planning the financial statements: 5 ECTS

Learning outcomes

The student is able to

- calculate the taxable earning and apply business income tax law in various accounting situations
- calculate net assets in accordance with the act of valuation of the assets
- plan a company's financial statements from the tax perspective and use financial statement planning tools in tax planning

LLABTO25-26-1008 Audit: 15 ECTS

AL00DG44 External Auditing: 5 ECTS

AL00DG45 Internal Control, Internal Auditing and Economic Crime Law: 5 ECTS

AL00DE42 Corporate Responsibility AND Sustainability Reporting: 5 ECTS

Learning outcomes

The student is able to:

- Understand the basics of EU sustainability reporting (CSRD) and seek information on its changing regulations
- Grasp the key content requirements of sustainability reporting (ESRS) and comprehend the significance of materiality analysis
- Understand the fundamentals of sustainability reporting assurance

LLABTO25-26-1009 Financial Accounting: 20 ECTS

AL00CJ72 Financial statements of other entities: 5 ECTS

Learning outcomes

The student is able to:

- clarify and handle special issues related to the accounting and financial statements of a non-profit association, a foundation, a housing company and a cooperative

AL00CJ73 Consolidated Financial Statements and International Accounting Standards: 5 ECTS**Learning outcomes**

The student is able to:

- clarify the concepts and obligations related to the group
- enter group eliminations and prepare the consolidated financial statements
- combine associated companies and joint ventures in the consolidated financial statements
- utilise standards related to international financial statements such as IFRS and US Gaap

AL00CJ74 Special Issues of Limited Liability Company and Mergers: 5 ECTS**Learning outcomes**

The student is able to:

- deal with special issues related to a limited liability company, for example establishment, profit distribution, loss of equity and going concern
- handle various corporate restructuring situations such as mergers and divisions in accounting and taxation
- understand business type and generational changes in accounting and taxation

LLABTO25-26-1010 Business Intelligence: 15 ECTS**AL00CX16 Process Mining, RPA and AI: 5 ECTS****Learning outcomes**

You will learn to identify, model, analyze and develop the work phases of office work.

You will learn the basics of digital data and the data economy. In addition, you will learn how to measure and analyze log data using process mining methods.

You will learn what artificial intelligence means and what it can be used for. You will learn to make artificial intelligence applications.

You will learn to automate the repetitive tasks of office work and use robotic process automation tools.

You will learn how artificial intelligence can be used in office automation.

AL00CJ77 Data Management and Data Platforms: 5 ECTS**Learning outcomes**

The student is able to

- answer questions regarding data management, storage and cooperative usage in different environments
- use the services provided by database management systems and understand their relevance
- explain the basic concepts and structures of databases

- combine and utilize data from multiple sources
- understand data storage technologies, their use cases and limitations

AL00CJ78 Data Analytics: 5 ECTS

Learning outcomes

The student can:

- describe the steps of the data analytics process and understand the role of data analytics in modern business
- combine information sources of different content and different forms into usable data matrices
- use tools in gathering, describing, and visualizing various types of information
- produce and interpret key statistical measures and figures
- construct a simple predictive model using machine learning methods and evaluate its quality

LLABTO25-26-1011 Payroll Accounting and Labour Law: 10 ECTS

AL00CD79 Labour Law and Payroll: 5 ECTS

Learning outcomes

The student is able to

draw up an employment contract and know the significance of a collective agreement in an employment relationship

describe the rights and obligations of the employee and the employer

describe the main features of the Working Hours Act and the Annual Leave Act

apply the norms related to payroll and perform payroll tasks

AL00CJ75 Specific Payroll Issues and Applications: 5 ECTS

Learning outcomes

The student is able to:

- handle payroll tasks manually and using software
- apply payroll norms widely
- clarify principles for calculating holiday payroll
- utilise principles of reimbursement of domestic and foreign travel expenses

LLABTO25-26-1012 Business Development: 20 ECTS

LLABTO25-26-1013 Management and HR: 40 ECTS

AL00DG47 Organizational Psychology: 5 ECTS

AL00CJ02 Workplace Skills: 5 ECTS**Learning outcomes**

The student is able to

- assess their own role as well as the role and responsibilities of the personnel in the work community
- work in teams with different people
- develop the work community as well as assess and develop their own workplace skills.

AL00CI98 Manager's Toolkit: 5 ECTS**Learning outcomes**

The student is able to

- select and exploit a variety of managerial tools in order to support the development of the team, as well as their own work
- reflect upon their own well-being and boost it
- assess and develop their communication and interpersonal skills.

AL00CJ01 Human Resource Management: 5 ECTS**Learning outcomes**

The student is able to:

- understand the HR professionals job fields and strategic importance of human resource management in an organization
- set relevant questions related to Human Resource Management and find answers to them
- apply the basic processes of human resource management

AL00CJ00 Leadership Trends: 5 ECTS**Learning outcomes**

The student is able to

- critically examine trends in a variety of leadership and management theories
- develop their own leadership thinking
- apply management and leadership in different situations

AL00CI97 Healthy and Responsible Organisation: 5 ECTS**Learning outcomes**

The student is able to

- look at overall well-being as part of responsible business from the perspective of a company, work community and individuals
- apply the principles of ethical and responsible management in one's own operations, the workplace and the organisation
- ask relevant questions and acquire answers relative to ethical and responsible operation and management.

AL00CL91 Utilizing Strategic Thinking in Global Business Simulation: 5 ECTS

Learning outcomes

Students are able to:

- understand how strategic business decisions affect the success of a company operating in a global marketplace
- operate in a highly competitive market and interpret the cause-and-effect relationships of business
- utilize the company's financial and other reports in its business decisions
- work in a virtual team as part of the company's management team
- analyze the company's external operating environment and internal efficiency
- formulate a coherent strategy and implement it through operational decisions

AL00CJ04 Strategic Management: 5 ECTS**Learning outcomes**

The student is able to:

- form the basis of the strategy - the values, mission and vision of the organization and understand the strategic goals.
- analyze the company's internal efficiency and competitive environment and outline the entire strategy process.
- utilize the tools of strategy implementation and ensuring the implementation of the strategy.
- draw up an annual plan for the company on the basis of analyzes, taking into account the financial aspects.

LLABTO25-26-1014 Logistics: 55 ECTS**AL00CJ07 Inhouse logistics: 5 ECTS****Learning outcomes**

Student is able to

- use inhouse logistics professional terminology
- recognize affects of inhouse logistics in company's competitiveness and profitability
- recognize inhouse logistics operating principles and processes
- name and compare different inhouse logistics contributing factors and trends

AL00CJ08 E-Commerce logistics: 5 ECTS**Learning outcomes**

Student is able to

- describe e-commerce order-delivery process
- recognize e-commerce distribution channels and warehousing models
- recognize the benefits of last-mile thinking
- recognize and compare different consumer delivery options
- recognize best online business operators in the field and their competitive advantages
- name latest trends and technologies connected to e-commerce

AL00CJ09 Enterprise Resource Planning SAP S/4 HANA: 5 ECTS

Learning outcomes

Student is able to

- describe the principles of integrated enterprise resource planning system (ERP)
- use SAP S / 4 HANA - ERP system to manage company's order-delivery process and internal accounting as well as human resource management

AL00CJ10 Lean and processes: 5 ECTS**Learning outcomes**

Student is able to

- demonstrate the principles of Lean thinking
- describe principles of process thinking
- recognize the importance of Lean thinking in relation to process operations
- describe the principles of optimization and connect them to business and environmental thinking
- recognize the obstacles of smooth processes flow and possible waste and its importance to labor productivity
- utilize Lean methodologies and problem-solving tools as part of process improvement

AL00CJ11 Key figures and profitability in logistics: 5 ECTS**Learning outcomes**

Student is able to

- name and calculate the most important logistics metrics
- plan the overall logistics cost management
- identify the impact of logistics costs on the company's profitability

AL00CJ12 Supply Chain Risk Management: 5 ECTS**Learning outcomes**

Student is able to

- identify, define and classify supply chain risks
- describe risk management standards and processes
- propose supply chain risk management solutions
- evaluate risk management from perspective of sustainability and digitalization.

AL00CJ14 International Trade and Transportation Law: 5 ECTS**Learning outcomes**

Student is able to:

- apply the EU-law in hands-on company action.
- understand the European Union's justice systems's essential content, especially the internal market law as well as the law sources and interpretation of EU-law.
- understand EU's basic compositions and functions.
- choose and apply international legislation, contract templates and delivery conditions regarding foreign trade.
- understand the essential judicial terms regarding export- and important trade.

AL00CZ24 Managing Import- and Export Processes: 5 ECTS**Learning outcomes**

Student is able to

- describes the processes and specialties of the EU's internal and external trade
- apply the documents required for export and import
- identify the effects of globalization and digitalization in international trade
- define the specific features of responsible transportation and transport and specific legislation related
- identify and describe the special features of durable and cost-effective packaging.

AL00CU83 Procurement development: 5 ECTS**Learning outcomes**

The student can

- different stages of sourcing process
- describe the significance of the acquisition for the company's business
- develop supplier cooperation
- knows the principles of responsible procurement

AL00CJ16 Procurement law: 5 ECTS**Learning outcomes**

Student is able to:

- associate contract law as an important part of trade
- understand the contents of the most important documents as part of a company's procurement

AL00CJ17 Sustainable Supply Chain Management: 5 ECTS**Learning outcomes**

Student is able to

- acquire an understanding of sustainability in the context of the supply chain
- define the four perspectives of supply chain sustainability and link them to a business context
- analyze and evaluate the sustainability implications of various supply chain concept
- assess the value and impact of sustainable SCM on a company's competitiveness and strategy
- recognize sustainable supply chain future trends and innovations

LLABTO25-26-1020 Real estate management business: 30 ECTS**AL00CR23 Real estate management: 5 ECTS****Learning outcomes**

Student is able to:

- utilise real estate management's terms and is familiar with the essential legislation regulating in the field
- describe the essential tasks of the estate manager and the real estate management agency
- describe real estate management's operational environment and it's changes

AL00CR24 Housing cooperative management: 5 ECTS**Learning outcomes**

Student is able to:

- understand the essential legislation regarding a housing cooperative and its management
- organise an annual general meeting as well as a board meeting and knows their meeting practices
- describe the essential contract's meaning regarding real estate management
- understand the responsibility matters regarding a housing cooperative's management

AL00CR25 Housing cooperative economy: 5 ECTS**Learning outcomes**

Student is able to:

- follow and analyse a housing cooperative's economic situation based on reports
- compose a budget and an annual report for a housing cooperative
- understand the fiscal questions regarding a housing cooperative
- organise the funding of a housing cooperative's repair project as well as interpret the economic documents of a repair project

AL00CR26 Communication and customer service in real estate management: 5 ECTS**Learning outcomes**

Student is able to:

- analyse the different service concepts of real estate management
- recognise the importance of customer feedback in work and its development
- recognise the quality factors of real estate management and develop operation according to them
- recognise different communication target groups and carry out communication methodically
- utilise different communication channels effectively and purposefully
- produce clear documents and briefings

AL00CS81 Basics of renovation: 5 ECTS**Learning outcomes**

Student is able to:

- understand the different phases of a renovation project
- recognise the most typical buildings and structures of different periods of time
- understand the evaluation process of a building's condition
- recognise different project's technical features

AL00CS80 Basics of building and real estate maintenance: 5 ECTS**Learning outcomes**

Student is able to:

- understand a building's parts and their functions
- understand the different sectors, their functions and energy efficiency demands of a building's

construction technology

- understand the responsibilities and roles of different parties in a construction project
- understand the requirements of a real estate's technical maintenance

LLABTO25-26-1021 Other LAB Faculty of Business and Hospitality Management courses: 0 ECTS

AL00CQ06 International Intensive Week: 5 ECTS

Learning outcomes

This is an international intensive week primarily aimed at business students.

AL00CX52 International Intensive Week - Bail Out: 3 ECTS

Learning outcomes

After completing this intensive programme, students:

- have developed a holistic view of value in today's/tomorrow's society;
- recognise successes and failures of experienced entrepreneurs with (socially/environmentally/economically) sustainable impact [real-life cases], and can translate these learnings into a perspective for looking at responsibility issues in the future;
- are familiar with experimentation as the common language in sustainable innovation;
- understand the core characteristics of user-centred design methods;
- can come up with creative and innovative ideas and (help) design career-related sustainable solutions without discomfort resulting from ambiguity;
- understand the role of the arts and the unique competences of artists/creators in communication, co-operation, social support/impact and innovation;
- have experienced the value of multi-disciplinary teams and perspectives, and are able to identify relevant and meaningful cross-disciplinary connections;
- have strengthened their intercultural competence: experienced working with people with a different cultural background; understand the value of being open to learning from people with other perspectives; strengthened language capabilities; strengthened their international network;
- have developed self-efficacy in developing sustainable solutions in cross-cultural and cross-disciplinary teams;
- can explain choices and present ideas/solutions in an attractive and convincing form, using innovative presentation techniques.

AL00CZ37 International Intensive Week - CC Art Festival: 5 ECTS

Learning outcomes

Student is able to:

- apply theory to practice in event planning.
- create an art-based event as part of a multinational and multidisciplinary team.
- evaluate the success of the implementation and teamwork constructively.

AL00CZ38 International Intensive Week - International Marketing Week (IMW): 5 ECTS

AL00CZ39 International Intensive Week - International Business Week (IBW): 5 ECTS**LA00BH90 Preparatory studies in mathematics, Faculty of Business and Hospitality Management: 3 ECTS****Learning outcomes**

The student is able to

- basic mathematical calculations
- basics of percentage calculation
- basics of equation

AL00CI76 Service Economy: 5 ECTS**Learning outcomes**

The student is able to:

- describe the challenges and opportunities of cloud services and the platform economy in the design and creation of customer services
- explain servification and evaluate its importance in business
- explain digitalization and evaluate its benefits and challenges in business
- apply cloud service thinking in the evaluating and planning of services
- recognize and evaluate new business opportunities in cloud services

AL00CI78 Creative Problem Solving: 5 ECTS**Learning outcomes**

The student is able to:

- apply creative problem-solving procedures
- separate the main requirements from a creative problem-solving perspective
- evaluate an operational environment's or organisation's favourableness for creative problem solving
- apply the principles of experimentation and agile development
- demonstrate and solve working-life problems

AL00CH91 Retail trade environment and competitive tools: 5 ECTS**LI00BI23 Departmental HR and Sales Management: 5 ECTS****Learning outcomes**

The student is able to

- use retail HR management tools at the department level
- interpret retail business indicators at the department level

LI00BI24 Retail Business Indicators and Management: 5 ECTS**Learning outcomes**

The student is able to

- plan retail business operations and finances at the department level
- demonstrate entrepreneurial skills in retail

AL00DE42 Corporate Responsibility AND Sustainability Reporting: 5 ECTS

Learning outcomes

The student is able to:

- Understand the basics of EU sustainability reporting (CSRD) and seek information on its changing regulations
- Grasp the key content requirements of sustainability reporting (ESRS) and comprehend the significance of materiality analysis
- Understand the fundamentals of sustainability reporting assurance

AL00CQ02 Developing Professional: 5 ECTS

Learning outcomes

A student is able to:

- Understand and recognize future working life skills
- Plan who to develop his/her personal working life skills
- Analyze his/her 'dream job' and the skills required in it

AL00CY20 The foundations of commercialization: 5 ECTS

Learning outcomes

The student:

- understands the basic concepts of commercialization and can analyze the effects of business environments on the creation of product and service ideas.
- masters the basics of market research and audience segmentation and understands their significance for product development and strategic business planning.
- knows the product development process from idea to prototype/pilot and can design pricing strategies that meet market requirements and enhance the company's competitiveness.
- recognizes the importance of branding as part of commercialization and can plan marketing campaigns that support the company's commercial goals.
- understands the importance of sustainability and ethical principles in the commercialization process and can apply these principles in product and service development.

YL00CX08 Emotions and user experience: 2 ECTS

AL00DE31 Special Interest Tourism-Opportunities for Thematic Tourism: 5 ECTS

Learning outcomes

Student is able to

- Perceive different themes and forms of tourism
- Describe customers' motives and their consistence to the contents of the SIT-tourism
- Integrate tourism trends to the forms and contents of the SIT-tourism
- Evaluate personal skills as a producer on different kinds of SIT-tourism forms

- Plan contents for the clients on different themes of SIT-tourism
- Benefit local resources through responsibility and participate on producing different forms of SIT-tourism forms
- Improve personal skills and competences in the field of SIT-tourism

AL00DH10 Responsible Business: 5 ECTS

Learning outcomes

The student is able to:

- Describe what responsibility and sustainability mean as a cross-cutting mindset and approach in business operations.
- Evaluate the economic, ecological, and social impacts of business activities and propose measures for their improvement.
- Explain the significance of corporate responsibility as part of the company's strategy and decision-making.
- Recognize various sustainability and responsibility reports

LLABTO25-26-1065 Service Business: 0 ECTS

AL00DA48 Revenue and knowledge management in hospitality business: 5 ECTS

Learning outcomes

Student is able to:

- Use revenue and knowledge management strategies to manage profitable hospitality business
- Understand dynamic pricing principles
- Calculate and report performance metrics of the hospitality business
- Analyze the performance metrics and make strategic decisions based on them

AL00DA49 The future of the hospitality industry: 5 ECTS

Learning outcomes

Student is able to:

- reflect megatrends' significance and potential for the hospitality industry
- Understand and develop digital processes and automation for the hospitality business
- Ponder over possibilities in AI, metaverse and robotics in the Hospitality Industry

AL00DA51 Developing concepts to Service Business: 5 ECTS

Learning outcomes

Student is able to:

- Evaluate and analyze information about the hotel and restaurant industry, changes in the operating environment and current trends and utilize the information in the development of service business
- Plan, implement and develop various profitable hotel and restaurant business models and concepts
- Analyze and evaluate the functionality of concepts in the business environment and understand responsibility as an important part of business

LLABTO25-26-1022 Modules of Faculty of Business and Hospitality Management available, Lahti: 0 ECTS

LLABTO25-26-1023 Digital marketing and customer experience: 75 ECTS

LLABTO25-26-1024 Digital Marketing Agency Labtic: 60 ECTS

AL00CU84 Digital Marketing Agency Labtic: 0 ECTS

Learning outcomes

The student can

- identify their own competence and develop their expertise in a self-directed manner.
- utilize team learning methods.
- apply customer service, negotiation and sales skills in customer encounters.
- manage customer projects as part of a team
- identify development opportunities as part of the work community

AL00DG51 Professional in a Digital Marketing Agency: 5 ECTS

Learning outcomes

The student is able to

- identify their own competence and develop their expertise in a self-directed manner.
- apply team learning methods in the implementation of customer projects and the development of teamwork.
- apply customer service, negotiation, and sales skills in various customer encounters and communication situations.
- Plan, implement, and evaluate customer projects as part of a team.

AL00DG50 Team Leader in a Digital Marketing Agency: 5 ECTS

Learning outcomes

The student is able to

- Plan and lead the work of a team in a goal-oriented manner, analysing team performance and ensuring the progress of the project as well as the collaboration within the team.
- Develop and evaluate customer relationship management processes and lead collaboration with customers.
- Analyse the organisation's operations, identify opportunities for development, and present well-founded proposals for improving operations.

AL00DG49 Marketing Planning and Management: 5 ECTS

Learning outcomes

The student is able to

- Explain the impact of marketing strategy on a company's success.
- Identify marketing tactics that support the company's strategy based on their characteristics.
- Analyse a company's operating environment and create a target group-oriented marketing plan.

AL00DG48 Digital marketing: 5 ECTS**Learning outcomes**

The student is able to

- define the basic concepts of digital marketing.
- apply digital media as a strategic and tactical tool for various marketing purposes.
- measure and analyse digital marketing.
- create a target group-oriented digital marketing plan.

AL00CI68 Content Creation: 10 ECTS**Learning outcomes**

The student is able to:

- understand the possibilities of communication as a method of influencing
- make good use of communication in accordance with an organisation's goals
- plan and produce tailored content for target groups
- use tools related to content creation

AL00CI64 Brand Building: 5 ECTS**Learning outcomes**

The student is able to:

- understand the importance of a brand to a company's competitiveness and profitability
- describe the various stages of building a brand
- interpret various components as part of a successful brand
- do a starting-point analysis as part of brand building process
- create a plan for building a brand

AL00CI72 Customer Experience development: 5 ECTS**Learning outcomes**

The student is able to

- describe the customer experience framework
- search for reliable information about established procedures and tools, which can be used for customer experience management and development
- select appropriate procedures for the description and development of customer experience

AL00DG80 Marketing Communication: 5 ECTS**Learning outcomes**

The student is able to:

- define the main forms, terms, goals, and means of marketing communication
- explain how marketing communication can be used to influence target groups
- describe the role of marketing communication in creating value for brands as well as in creating and maintaining customer relationships

- create an integrated marketing communication plan to achieve the goals

AL00DH00 Achieving Growth with Practical Marketing Tools: 10 ECTS

Learning outcomes

The student is able to:

- Explain the principles of growth marketing and their relevance to marketing management.
- Apply targeted growth marketing techniques in a dynamic digital environment, taking into account limited resources.
- Utilise marketing analytics and marketing technologies to enhance customer experience and accelerate business growth.
- Design and implement agile growth marketing experiments, analyse their outcomes, and propose further development actions.

AL00DH01 Building and Developing Websites: 5 ECTS

Learning outcomes

The student is able to:

- Recognize the significance of websites for business and as part of broader marketing aspects
- Apply the principles of accessibility, usability, and customer journey in website design
- Select and utilize appropriate technical solutions for website implementation, considering mobile users
- Design and implement an SEO-optimized website where the visual appearance and content support brand identity, communication, and customer experience

LLABTO25-26-1025 Financial Management: 70 ECTS

LLABTO25-26-1026 Good Accounting Practice: 20 ECTS

AL00DG38 Bookkeeping: 5 ECTS

AL00CI85 Financial management processes and systems: 5 ECTS

Learning outcomes

The student is able to:

- clarify the principles and concepts of ERP, and identify the tasks and processes of financial management as part of comprehensive management control and the order-to-delivery process.
- describe invoice practices and utilize the ledger as part of accounting and financial information systems.
- model the financial management process, assess the level of digitalization and identify areas for improvement.
- perform digital financial management, purchase ledger and e-invoicing tasks with representative declarations.

AL00DG39 Preparing Annual Financial Statements: 5 ECTS

AL00DG43 : 5 ECTS**LLABTO25-26-1027 Management Accounting: 15 ECTS****AL00CI88 Cost Accounting and Pricing: 5 ECTS****Learning outcomes**

The student is able to:

- use and apply different cost accounting methods
- apply cost based pricing for products and services and identify the elements of profitable pricing

AL00CI89 BI, analytics and reporting: 5 ECTS**Learning outcomes**

The student is able to:

- describe key concepts related to business intelligence (BI) as well as requirements and analysis methods of a data analyst
- produce, analyze and visualize data to support decision making
- utilize data visualization and analysis tools

AL00CL91 Utilizing Strategic Thinking in Global Business Simulation: 5 ECTS**Learning outcomes**

Students are able to:

- understand how strategic business decisions affect the success of a company operating in a global marketplace
- operate in a highly competitive market and interpret the cause-and-effect relationships of business
- utilize the company's financial and other reports in its business decisions
- work in a virtual team as part of the company's management team
- analyze the company's external operating environment and internal efficiency
- formulate a coherent strategy and implement it through operational decisions

LLABTO25-26-1028 Financial Markets: 20 ECTS**AL00CI91 Corporate Finance: 5 ECTS****Learning outcomes**

Student is able to

assess the company's financing needs and understand methods related to working capital management
find financing for the company from the financial markets
compare different sources and forms of financing
integrate supply chain's financing, purchasing and sales processes
assess and hedge against financial risks

AL00CI92 Investment: 5 ECTS**Learning outcomes**

The student is able to

- do fundamental analysis of stocks
- evaluate risk and return of a stock portfolio
- assess the risks and return in other asset classes such as fixed income instruments

AL00CI93 Investments and Financial Planning: 5 ECTS**Learning outcomes**

Student is able to

prepare investment calculations and analyse the return of the investments
draw up financial plans and forecasts
asses and manage investment risks

AL00DE71 Financial Law: 5 ECTS**AL00CC11 Expert in the Insurance Sector: 5 ECTS****Learning outcomes**

The student is able to

- define the factors affecting the insurance business
- choose the insurance portfolio based on a customer's needs
- act in different kinds of customer encounters

AL00DG84 Family law documents: 2 ECTS**Learning outcomes**

The student is

- able to draft the most common family law documents and recognize their important formal requirements
- able to draft a basic will, continuing power of attorney and estate inventory deed
- familiar with banks' power of attorney requirements when dealing with banking matters
- familiar with the process for dealing with banking matters related to an estate
- familiar with the main principles of dealing with an estate

LLABTO25-26-1029 Taxation and Planning the Financial Statements: 15 ECTS**AL00CI94 Personal taxation: 5 ECTS****Learning outcomes**

The student is able to

seek tax-related information independently and apply it to practical situations and know the tax procedure

clarify the structure of the income tax system and the division of sources of income

calculate the income taxes of a natural person on capital and earned income

handle the taxation of owners of different types of companies

handle taxation of different types of investments

describe the principles of transfer taxation, real estate taxation and inheritance and gift taxation

AL00CI95 Value added taxation in practice: 5 ECTS

Learning outcomes

The student is able to

apply VAT legislation in different accounting situations and is familiar with both domestic and foreign trade VAT practices

handle the special situations of VAT in domestic trade

apply VAT regulations to practical accounting work and reporting

AL00CI96 Corporate taxation and planning the financial statements: 5 ECTS

Learning outcomes

The student is able to

- calculate the taxable earning and apply business income tax law in various accounting situations
- calculate net assets in accordance with the act of valuation of the assets
- plan a company's financial statements from the tax perspective and use financial statement planning tools in tax planning

LLABTO25-26-1030 Payroll Accounting and Labour Law: 10 ECTS

AL00CD79 Labour Law and Payroll: 5 ECTS

Learning outcomes

The student is able to

draw up an employment contract and know the significance of a collective agreement in an employment relationship

describe the rights and obligations of the employee and the employer

describe the main features of the Working Hours Act and the Annual Leave Act

apply the norms related to payroll and perform payroll tasks

AL00CJ75 Specific Payroll Issues and Applications: 5 ECTS**Learning outcomes**

The student is able to:

- handle payroll tasks manually and using software
- apply payroll norms widely
- clarify principles for calculating holiday payroll
- utilise principles of reimbursement of domestic and foreign travel expenses

LLABTO25-1009 Audit: 15 ECTS**AL00DG44 External Auditing: 5 ECTS****AL00DG45 Internal Control, Internal Auditing and Economic Crime Law: 5 ECTS****AL00DE42 Corporate Responsibility AND Sustainability Reporting: 5 ECTS****Learning outcomes**

The student is able to:

- Understand the basics of EU sustainability reporting (CSRD) and seek information on its changing regulations
- Grasp the key content requirements of sustainability reporting (ESRS) and comprehend the significance of materiality analysis
- Understand the fundamentals of sustainability reporting assurance

LLABTO25-26-1031 Management, HR and Entrepreneurship: 45 ECTS**AL00DG47 Organizational Psychology: 5 ECTS****AL00CJ02 Workplace Skills: 5 ECTS****Learning outcomes**

The student is able to

- assess their own role as well as the role and responsibilities of the personnel in the work community
- work in teams with different people
- develop the work community as well as assess and develop their own workplace skills.

AL00CI98 Manager's Toolkit: 5 ECTS**Learning outcomes**

The student is able to

- select and exploit a variety of managerial tools in order to support the development of the team, as well as their own work
- reflect upon their own well-being and boost it
- assess and develop their communication and interpersonal skills.

AL00CJ01 Human Resource Management: 5 ECTS**Learning outcomes**

The student is able to:

- understand the HR professionals job fields and strategic importance of human resource management in an organization
- set relevant questions related to Human Resource Management and find answers to them
- apply the basic processes of human resource management

AL00CJ03 Diversity as an organisational Asset: 5 ECTS**Learning outcomes**

The student is able to

- look at diversity and equality from the perspective of management, operations planning and workplace practices
- obtain information about the organisation to determine its diversity and the need thereof, as well as generally take advantage of diversity as an organisational resource
- apply different concepts and practices related to the management of diversity in human resource management in an international context.

AL00CJ00 Leadership Trends: 5 ECTS**Learning outcomes**

The student is able to

- critically examine trends in a variety of leadership and management theories
- develop their own leadership thinking
- apply management and leadership in different situations

AL00CI97 Healthy and Responsible Organisation: 5 ECTS**Learning outcomes**

The student is able to

- look at overall well-being as part of responsible business from the perspective of a company, work community and individuals
- apply the principles of ethical and responsible management in one's own operations, the workplace and the organisation
- ask relevant questions and acquire answers relative to ethical and responsible operation and management.

AL00CI99 Lahti Venture Program: 5 ECTS**Learning outcomes**

Student is able to

- seek and develop solutions for business challenges in different fields
- apply his or her knowledge in different aspects of business life
- network with company representatives and other business experts

- work in multidisciplinary and multicultural teams

AL00CL91 Utilizing Strategic Thinking in Global Business Simulation: 5 ECTS

Learning outcomes

Students are able to:

- understand how strategic business decisions affect the success of a company operating in a global marketplace
- operate in a highly competitive market and interpret the cause-and-effect relationships of business
- utilize the company's financial and other reports in its business decisions
- work in a virtual team as part of the company's management team
- analyze the company's external operating environment and internal efficiency
- formulate a coherent strategy and implement it through operational decisions

AL00CJ04 Strategic Management: 5 ECTS

Learning outcomes

The student is able to:

- form the basis of the strategy - the values, mission and vision of the organization and understand the strategic goals.
- analyze the company's internal efficiency and competitive environment and outline the entire strategy process.
- utilize the tools of strategy implementation and ensuring the implementation of the strategy.
- draw up an annual plan for the company on the basis of analyzes, taking into account the financial aspects.

LLABTO25-26-1032 Events: 15 ECTS

AL00CS90 Creating Events: 5 ECTS

Learning outcomes

In the World of Events course, you will learn about the planning and implementation of events in a variety of ways:

- get to know the basics of event production with cultural events, fairs and live events.
- gain a basic understanding of the permitting process, event preparation, event execution and event implementation.
- deepen your understanding and knowledge of how to produce events in real events.

Competency objectives:

- student is able to plan and conceptualise an event
- student is able to conceptualise and design an event,
- student is able to productise and implement an event in practice
- student is able to produce and implement the event product and service,
- student is able to take into account the risks and opportunities of the environment in which the event takes place
- work in an event team

The course consists of a knowledge-based part in class and a part related to event management.

The theoretical part will cover the processes of event authorisation, different forms of events, experiential aspects, and the different stages of planning and implementation. During the course, the student will be exposed to event production. Events can be cultural, sports, trade fairs or corporate events.

In addition to this course, students must choose the option Event Projects 5 credits.

AL00CS91 Event Manager: 5 ECTS

Learning outcomes

During the course, you will plan, implement and evaluate an event or one of its components. In the operational part, you will work as the person in charge of an event or of one of its components.

In the Event Manager module you will learn about:

- Planning, implementing and evaluating an event from the point of view of the event organizer

Learning objectives:

- be able to plan and conceptualize an event
- to design and implement an event
- be able to identify the risks and opportunities of the environment in which the event takes place
- be able to manage an event team

AL00CS92 Event projects: 5 ECTS

Learning outcomes

Event projects

LLABTO25-26-1033 Other LAB Faculty of Business and Hospitality Management courses: 0 ECTS

LI00BJ60 GetEmployed - Työllisty!: 5 ECTS

Learning outcomes

The student is able to

- recognise their own competences and create professional goals and professional identity
- recognise the practices and the rules of Finnish work life and create useful contacts and networks for the future career
- demonstrate mastery of the job application process, creating job application documents (application, CV, video CV) and acting during a job application process

AL00CQ06 International Intensive Week: 5 ECTS

Learning outcomes

This is an international intensive week primarily aimed at business students.

AL00CX52 International Intensive Week - Bail Out: 3 ECTS

Learning outcomes

After completing this intensive programme, students:

- have developed a holistic view of value in today's/tomorrow's society;
- recognise successes and failures of experienced entrepreneurs with (socially/environmentally/economically) sustainable impact [real-life cases], and can translate these learnings into a perspective for looking at responsibility issues in the future;
- are familiar with experimentation as the common language in sustainable innovation;
- understand the core characteristics of user-centred design methods;
- can come up with creative and innovative ideas and (help) design career-related sustainable solutions without discomfort resulting from ambiguity;
- understand the role of the arts and the unique competences of artists/creators in communication, co-operation, social support/impact and innovation;
- have experienced the value of multi-disciplinary teams and perspectives, and are able to identify relevant and meaningful cross-disciplinary connections;
- have strengthened their intercultural competence: experienced working with people with a different cultural background; understand the value of being open to learning from people with other perspectives; strengthened language capabilities; strengthened their international network;
- have developed self-efficacy in developing sustainable solutions in cross-cultural and cross-disciplinary teams;
- can explain choices and present ideas/solutions in an attractive and convincing form, using innovative presentation techniques.

AL00CZ37 International Intensive Week - CC Art Festival: 5 ECTS**Learning outcomes**

Student is able to:

- apply theory to practice in event planning.
- create an art-based event as part of a multinational and multidisciplinary team.
- evaluate the success of the implementation and teamwork constructively.

AL00CZ38 International Intensive Week - International Marketing Week (IMW): 5 ECTS**AL00CZ39 International Intensive Week - International Business Week (IBW): 5 ECTS****LA00BH90 Preparatory studies in mathematics, Faculty of Business and Hospitality Management: 3 ECTS****Learning outcomes**

The student is able to

- basic mathematical calculations
- basics of percentage calculation
- basics of equation

AL00DH10 Responsible Business: 5 ECTS

Learning outcomes

The student is able to:

- Describe what responsibility and sustainability mean as a cross-cutting mindset and approach in business operations.
- Evaluate the economic, ecological, and social impacts of business activities and propose measures for their improvement.
- Explain the significance of corporate responsibility as part of the company's strategy and decision-making.
- Recognize various sustainability and responsibility reports

LLABTO25-26-1034 Modules of Faculty of Business and Hospitality Management available, Lappeenranta: 0 ECTS**LLABTO25-26-1035 Financial Management: 75 ECTS****LLABTO25-26-1036 Good Accounting Practice: 15 ECTS****AL00CI85 Financial management processes and systems: 5 ECTS****Learning outcomes**

The student is able to:

- clarify the principles and concepts of ERP, and identify the tasks and processes of financial management as part of comprehensive management control and the order-to-delivery process.
- describe invoice practices and utilize the ledger as part of accounting and financial information systems.
- model the financial management process, assess the level of digitalization and identify areas for improvement.
- perform digital financial management, purchase ledger and e-invoicing tasks with representative declarations.

AL00DG39 Preparing Annual Financial Statements: 5 ECTS**AL00CJ66 Financial statement analysis: 5 ECTS****Learning outcomes**

Student is able to

- interpret company's operations and its financial prerequisites
- utilise different sources and software in compiling the financial statement analysis

LLABTO25-26-1037 Management Accounting: 20 ECTS**AL00CI88 Cost Accounting and Pricing: 5 ECTS****Learning outcomes**

The student is able to:

- use and apply different cost accounting methods

- apply cost based pricing for products and services and identify the elements of profitable pricing

AL00CI89 BI, analytics and reporting: 5 ECTS

Learning outcomes

The student is able to:

- describe key concepts related to business intelligence (BI) as well as requirements and analysis methods of a data analyst
- produce, analyze and visualize data to support decision making
- utilize data visualization and analysis tools

AL00CC36 Advanced Excel and office tools: 5 ECTS

Learning outcomes

The student is able to

- utilize Excel and office applications in a versatile and efficient way for practical work tasks and problem solving
- develop functional tools for everyday routines and analyze the efficiency and maintainability of different solutions
- make integrated use of Excel and office applications for reporting and visual presentations

AL00CL91 Utilizing Strategic Thinking in Global Business Simulation: 5 ECTS

Learning outcomes

Students are able to:

- understand how strategic business decisions affect the success of a company operating in a global marketplace
- operate in a highly competitive market and interpret the cause-and-effect relationships of business
- utilize the company's financial and other reports in its business decisions
- work in a virtual team as part of the company's management team
- analyze the company's external operating environment and internal efficiency
- formulate a coherent strategy and implement it through operational decisions

LLABTO25-26-1038 Financial Markets: 25 ECTS

AL00CI91 Corporate Finance: 5 ECTS

Learning outcomes

Student is able to

assess the company's financing needs and understand methods related to working capital management
find financing for the company from the financial markets
compare different sources and forms of financing
integrate supply chain's financing, purchasing and sales processes
assess and hedge against financial risks

AL00CI92 Investment: 5 ECTS**Learning outcomes**

The student is able to

- do fundamental analysis of stocks
- evaluate risk and return of a stock portfolio
- assess the risks and return in other asset classes such as fixed income instruments

AL00CI93 Investments and Financial Planning: 5 ECTS**Learning outcomes**

Student is able to

prepare investment calculations and analyse the return of the investments
draw up financial plans and forecasts
asses and manage investment risks

AL00DE71 Financial Law: 5 ECTS**AL00CC11 Expert in the Insurance Sector: 5 ECTS****Learning outcomes**

The student is able to

- define the factors affecting the insurance business
- choose the insurance portfolio based on a customer's needs
- act in different kinds of customer encounters

AL00DG84 Family law documents: 2 ECTS**Learning outcomes**

The student is

- able to draft the most common family law documents and recognize their important formal requirements
- able to draft a basic will, continuing power of attorney and estate inventory deed
- familiar with banks' power of attorney requirements when dealing with banking matters
- familiar with the process for dealing with banking matters related to an estate
- familiar with the main principles of dealing with an estate

LLABTO25-26-1039 Taxation: 15 ECTS**AL00CI94 Personal taxation: 5 ECTS****Learning outcomes**

The student is able to

seek tax-related information independently and apply it to practical situations and know the tax

procedure

clarify the structure of the income tax system and the division of sources of income

calculate the income taxes of a natural person on capital and earned income

handle the taxation of owners of different types of companies

handle taxation of different types of investments

describe the principles of transfer taxation, real estate taxation and inheritance and gift taxation

AL00CI95 Value added taxation in practice: 5 ECTS

Learning outcomes

The student is able to

apply VAT legislation in different accounting situations and is familiar with both domestic and foreign trade VAT practices

handle the special situations of VAT in domestic trade

apply VAT regulations to practical accounting work and reporting

AL00CI96 Corporate taxation and planning the financial statements: 5 ECTS

Learning outcomes

The student is able to

- calculate the taxable earning and apply business income tax law in various accounting situations
- calculate net assets in accordance with the act of valuation of the assets
- plan a company's financial statements from the tax perspective and use financial statement planning tools in tax planning

LLABTO25-26-1040 Audit: 10 ECTS

AL00DG44 External Auditing: 5 ECTS

AL00DG45 Internal Control, Internal Auditing and Economic Crime Law: 5 ECTS

LLABTO25-26-1041 Financial Accounting: 20 ECTS

AL00CJ72 Financial statements of other entities: 5 ECTS

Learning outcomes

The student is able to:

- clarify and handle special issues related to the accounting and financial statements of a non-profit association, a foundation, a housing company and a cooperative

AL00CJ73 Consolidated Financial Statements and International Accounting Standards: 5 ECTS

Learning outcomes

The student is able to:

- clarify the concepts and obligations related to the group
- enter group eliminations and prepare the consolidated financial statements
- combine associated companies and joint ventures in the consolidated financial statements
- utilise standards related to international financial statements such as IFRS and US Gaap

AL00CJ74 Special Issues of Limited Liability Company and Mergers: 5 ECTS

Learning outcomes

The student is able to:

- deal with special issues related to a limited liability company, for example establishment, profit distribution, loss of equity and going concern
- handle various corporate restructuring situations such as mergers and divisions in accounting and taxation
- understand business type and generational changes in accounting and taxation

AL00CJ75 Specific Payroll Issues and Applications: 5 ECTS

Learning outcomes

The student is able to:

- handle payroll tasks manually and using software
- apply payroll norms widely
- clarify principles for calculating holiday payroll
- utilise principles of reimbursement of domestic and foreign travel expenses

LLABTO25-26-1042 Law: 52 ECTS

LLABTO25-26-1043 Administrative and Criminal Law: 10 ECTS

AL00CJ52 Administrative and Municipal Law: 5 ECTS

Learning outcomes

The student will be able to:

- the essential requirements of administrative procedure and good governance.
- identify the key elements of the judicial redress system.
- apply his/her knowledge to typical administrative law situations.
- describe the main functions of a municipality.
- the system of local government representatives and the basics of municipal decision-making, management and authority.
- the general principles of municipal decision-making, management and authority and the regulation of municipal finances

AL00CJ53 Criminal and Procedural Law: 5 ECTS**Learning outcomes**

The student will be able to:

- general doctrines of criminal law
- Identify the main types of offences and their constituent elements, as well as the most common types of offences.
- the main principles of criminal and civil procedure, the conduct of proceedings, summary procedure and applications

LLABTO25-26-1044 Market Law: 15 ECTS**AL00CJ54 Intellectual Property Rights: 3 ECTS****Learning outcomes**

The student will be able to:

- the main data protection legislation and its implications in the employment relationship and in business.
- assess the marketing and competition law implications of intellectual property rights for business.
- exploit IPR rights and avoid infringing the protected rights of others (in particular digital IPR)

AL00CJ55 Market Law and Public Procurements: 5 ECTS**Learning outcomes**

The student will be able to:

- general marketing regulations, consumer protection marketing regulations, national regulations on competition between businesses and marketing legislation.
- the basics of public procurement and knowledge of the legislation in this field and the procurement procedure related to public procurement.

AL00CJ56 International Trade and European Union Law: 5 ECTS**Learning outcomes**

The student will be able to:

- apply EU law in practical business
- the main content of the European Union legal system, in particular the sources and interpretation of internal market law and EU law
- the basic structures and functions of the EU
- international law, contract models and terms of delivery in the context of foreign trade.
- key legal concepts related to export and import trade

AL00CJ57 The Practical Issues of the Company Law: 2 ECTS**Learning outcomes**

The student will be able to:

- act in a corporate governance capacity.
- The practical and specific management of a limited company, a public limited company, a housing

company.

- the organisation of other types of companies, foundations and associations.

LLABTO25-26-1045 Object and civil law: 15 ECTS

AL00CJ58 General Contract Law: 3 ECTS

Learning outcomes

The student will be able to:

- the general principles of contract law and the regulation of commercial contracts in movable goods
- in particular, the rights and obligations of the parties to a commercial contract in consumer and commercial transactions
- identify contractual risks, contractual liability and liability for damages in a contractual relationship and the principles of general tort law

AL00CJ59 Practical Contract Law: 3 ECTS

Learning outcomes

The student will be able to:

- the main types of contracts used in business and the legal problems associated with them.
- The role of the contract in business operations.
- draft the main types of contracts used in business and understand the importance of the contract for the parties to the contract.
- be aware of the risks associated with contracts and be able to prepare for them

AL00CJ60 Credit and Guarantee Law: 5 ECTS

Learning outcomes

The student will be able to:

- the basics of corporate lending and collateral
- key banking regulations, financing and payment instruments
- basic concepts of securities law
- the position of debtors and creditors in enforcement, bankruptcy and reorganisation situations

AL00CJ61 Family and Inheritance Law: 4 ECTS

Learning outcomes

Student is able to:

- understand the basics of Finnish relationship law, especially rights between the relationship's parties as well as their responsibilities and wealth relations.
- understand the basics of inheritance- and gift taxation.

LLABTO25-26-1046 Financial law: 10 ECTS

AL00CJ62 Personal and International Personal Taxation: 4 ECTS

Learning outcomes

The student will be able to:

- the basic principles of the income tax system
- the division of income into capital and earned income and the principles of tax calculation
- the basics of the taxation procedure and the taxation of income earned outside Finland
- taxation in Finland of foreigners working in Finland
- the main content and meaning of tax treaties and how to apply them

AL00CJ63 Value added Taxation from the Jurisdictional Perspective: 2 ECTS**Learning outcomes**

The student will be able to:

- the basic principles of the Finnish VAT system and its links with EU VAT legislation
- the basic principles of VAT, rates of VAT, the deduction system, the principles of becoming a taxable person

AL00CJ64 Corporate Taxation from the Jurisdictional Perspective: 4 ECTS**Learning outcomes**

The student will be able to

- the principles and main provisions of corporate and transfer taxation
- calculate net wealth, manage the taxability of income and the deductibility of expenses and the calculation of taxable income
- income and expenditure amortisation and know the provisions
- the treatment of business income of sole traders and partners in a group

LLABTO25-26-1047 Labour law: 2 ECTS**AL00CM07 Occupational Safety and Cooperation: 2 ECTS****Learning outcomes**

student will be able to:

- the employer's obligations in organizing cooperation, safety at work and occupational health care
- privacy regulations in the workplace.
- how to act responsibly in working life in accordance with the rules on safety at work
- the provisions on equality and non-discrimination in employment and knowledge of unemployment benefits and social security contributions

LLABTO25-26-1048 Complementary Competence: 70 ECTS**AL00CB92 Trends in Accommodation Industry: 5 ECTS****Learning outcomes**

The student knows megatrends such as:

- smart cities
- Climate change
- Hybrid trading

- Business empathy
- The meanings of digitalisation and artificial intelligence
- data analysis capabilities

and is able to consider their significance and potential for the hotel and restaurant industry

AL00CB93 Service Processes in Accommodation Industry: 5 ECTS

Learning outcomes

Students knows:

- how to operate and lead in the company's internal service processes
- identify and interact with the customer in the process
- identify the necessary work steps and resources
- is able to define the customer benefit to be achieved, the customer promise, core, support and additional services, an estimate of the market potential, and a forecast of sales volume

AL00CB94 E-business and digital processes in the hotel and accommodation industry: 5 ECTS

Learning outcomes

Students knows:

- how to work with the common hotel and restaurant electronic sales and distribution channels
- the principles of modern digital commerce
- how to guide, familiarize and update the use of digital content
- the laws of digital communication

AL00CB95 Revenue Management in Hospitality Industry: 5 ECTS

Learning outcomes

The purpose of the course is to make students better prepared and make them more competitive in the real business world environment via teaching them how to effectively manage and optimize company's revenue, make relevant analysis and increase company's profits.

AL00CB97 Hotel and Restaurant Service Design: 5 ECTS

Learning outcomes

Students knows:

- principles of service design
- use blue printing as a method tool
- recognizes and understands the importance of a holistic customer experience and is able to utilize it in their work
- analyze and create service touch points along the customer path

AL00CB99 Hotel and restaurant personnel planning: 5 ECTS

Learning outcomes

Introduces the student to personnel planning and payroll management. The student becomes

acquainted with the most common collective agreements in the field of tourism and catering and learns to draw up shift lists taking into account the provisions of the collective agreement. The student gets acquainted with the aspects of payroll and learns how to calculate payroll costs.

Collective agreements and personnel planning

The student is familiar with the collective agreements in the field and the rules for working in an employment relationship

Shift list planning

The student understands and is able to implement manual and IT shift planning and preparation. He / she is able to take into account the collective agreements in force, the Working Hours Act and other commonly agreed rules of the game. The student is able to take into account the company's productivity and economic factors when compiling the list and is able to anticipate the need for labor in accordance with forecasts

AL00CC17 Typical Elements of Beer and Wines: 3 ECTS

Learning outcomes

Deepen wine and beer knowledge of what was learned in the course Beverage Law and Beverage Awareness.

- Get acquainted with the construction, acquisition and storage of a selection of wines and beers that are functional and suitable for the business idea.
- Familiarize yourself with beverage pricing practices and the preparation of a beverage list.
- Learn to create a progressive drink list and price it on the principle of revenue management
- Learn to recognize the properties of beer and wine organoleptically and describe them to customers.
- Learn to interpret product descriptions and labels on wine and beer bottles and to narrate the knowledge of beer and wine into a better-selling form

AL00CC18 Adventure Cooking in Nature: 3 ECTS

Learning outcomes

Student is able to

- use regulations and rules for setting up an experience food business concepts for the success of a profitable experience business
- create experience food products in a customer-oriented manner
- design safe experience food products and act in accordance with the principles of sustainable development

AL00CC19 Marriage of Food and Wine: 3 ECTS

Learning outcomes

Aim for the course is to find the harmony between food and wine. Taste as a sense. Important Wine regions, typical grapes and their characters, wine making process.

AL00CN20 Strategic Management and Hotel Simulation: 5 ECTS

Learning outcomes

The student is able to

- understands the key concepts of strategic management and importance in the successful operation of a company or organization.
- form the basis of the strategy - the values, mission and vision of the organization and understand the strategic goals in a competitive environment.
- outline the cause-and-effect relationship of business decisions to the company's performance through business simulation.
- participate in the development of the organization's strategy process.

AL00CO37 Placement in Licenced Restaurant: 6 ECTS**LLABTO25-26-1049 Other LAB Faculty of Business and Hospitality Management courses: 0 ECTS****AL00CQ06 International Intensive Week: 5 ECTS****Learning outcomes**

This is an international intensive week primarily aimed at business students.

AL00CX52 International Intensive Week - Bail Out: 3 ECTS**Learning outcomes**

After completing this intensive programme, students:

- have developed a holistic view of value in today's/tomorrow's society;
- recognise successes and failures of experienced entrepreneurs with (socially/environmentally/economically) sustainable impact [real-life cases], and can translate these learnings into a perspective for looking at responsibility issues in the future;
- are familiar with experimentation as the common language in sustainable innovation;
- understand the core characteristics of user-centred design methods;
- can come up with creative and innovative ideas and (help) design career-related sustainable solutions without discomfort resulting from ambiguity;
- understand the role of the arts and the unique competences of artists/creators in communication, co-operation, social support/impact and innovation;
- have experienced the value of multi-disciplinary teams and perspectives, and are able to identify relevant and meaningful cross-disciplinary connections;
- have strengthened their intercultural competence: experienced working with people with a different cultural background; understand the value of being open to learning from people with other perspectives; strengthened language capabilities; strengthened their international network;
- have developed self-efficacy in developing sustainable solutions in cross-cultural and cross-disciplinary teams;
- can explain choices and present ideas/solutions in an attractive and convincing form, using innovative presentation techniques.

LA00BH90 Preparatory studies in mathematics, Faculty of Business and Hospitality Management: 3 ECTS

Learning outcomes

The student is able to

- basic mathematical calculations
- basics of percentage calculation
- basics of equation

YL00CX08 Emotions and user experience: 2 ECTS**LLABTO25-26-1066 Commercialization: 30 ECTS****LLABTO25-26-1067 From Dreams to Firestone: 15 ECTS****AL00CI64 Brand Building: 5 ECTS****Learning outcomes**

The student is able to:

- understand the importance of a brand to a company's competitiveness and profitability
- describe the various stages of building a brand
- interpret various components as part of a successful brand
- do a starting-point analysis as part of brand building process
- create a plan for building a brand

AL00DA53 Artificial intelligence as a development tool: 5 ECTS**Learning outcomes**

- Apply the principles and methods of artificial intelligence in development projects, identifying the right tools and algorithms for different problem-solving situations.
- Integrate artificial intelligence technologies into various stages of development, enhancing process efficiency and innovation.
- Evaluate the ethical and societal impacts of AI solutions and plan their responsible use.

AL00DA54 Market research and customer understanding: 5 ECTS**Learning outcomes**

- Design and conduct comprehensive market research using various quantitative and qualitative methods to understand customer needs and behavior.
- Analyze market research data, identify consumer behavior patterns, and transform this information into useful insights for marketing strategies.
- Apply customer understanding to product development and marketing communication, creating customer-centric solutions that meet market needs and trends.

LLABTO25-26-1068 The Revolution of Smart Design: 15 ECTS**AL00CI80 Service Design: 5 ECTS****Learning outcomes**

Students learn the principles of Service Design and productization. Students learn to use different kinds of service design tools within real life business case development project. In addition students learn how work effectively in multi-professional groups.

AL00CI81 Innovation Methods and Processes in Practice: 5 ECTS

Learning outcomes

Student is able to

- recognize the stages of innovation process
- observe and recognize development needs of organizations or processes
- apply multiple innovation process methods and innovation tools in real business cases
- experience step-by-step innovation process and experiment innovation methods as well as working in development team in practise

AL00CI82 Strategic Innovation Management: 5 ECTS

Learning outcomes

Student is able to

- know how to link future foresight to company's strategic management
- encourage creativity and innovation capability and capacity on all levels of organization
- recognizes strategic aspects to innovation and value creation

LLABTO25-26-1069 Market Conquest: 10 ECTS

AL00DA56 Contract Law: 5 ECTS

Learning outcomes

The student is able to:

- know the general principles of contract law.
- know the general rules of contract law, the general principles of contract law and the rules governing the sale of immovable and movable property.
- The rights and obligations of the parties to a commercial contract, in particular in consumer and commercial transactions.
- contractual liability and liability for damages in a contractual relationship and the principles of general tort law
- the main types of contracts used in business and the legal problems associated with them.
- understands the importance of contracts in the operation of a business.
- draft the main types of contracts used in business and understand the importance of the contract for the parties to it.
- be aware of the risks associated with contracts and be able to prepare for them

AL00DA57 Intellectual Property Rights: 5 ECTS

Learning outcomes

The student is able to:

Basics of intangible rights:

- Should understand patents, trademarks, copyrights and trade secrets and know the basic concepts of IPR rights
- Understand IPRs and know the basic principles of intellectual property rights, including the following
- Assess when and how intellectual property rights can be useful in business and take them into account in marketing and competition

The patenting process:

- Is familiar with the patenting process and can use patent databases in their own product development

Trademarks and brand protection:

- Understands the importance of trademarks and brands in brand building and protection and knows how to register them.

Copyright:

- Understand key data protection legislation and its implications for employment and business.
- Understand the principles of copyright, especially in the protection of innovations such as software, graphics or literary works.

Trade secrets and confidentiality:

- Understand the importance of trade secrets in the commercialisation of innovations.

Legal risk assessment:

- Be able to assess the legal risks related to intellectual property rights in the context of commercialisation of innovations.

Licensing and contracting practices:

- To be able to discuss licensing agreements and other contractual models related to intellectual property rights.
- Understand the basics of contract negotiation and key contracts related to the commercialisation of innovations or business development.

LLABTO25-26-1050 LAB multidisciplinary modules available: 0 ECTS

LLABTO25-26-1051 Individual courses, which are not included in any of the modules: 0 ECTS

AY00CC26 LAB@key: 1 ECTS

Learning outcomes

Student is able to

- use diverse digital tools and learning environments
- evaluate own professional development

AY00CC65 Leadership training in Military Service: 5 ECTS

Learning outcomes

Leadership skills in military service.

AY00CT09 Effective marketing 1: 2 ECTS

Learning outcomes

The student is able to

- understand the importance of marketing in a company's business
- identify customer-oriented business.
- determine the key concepts of marketing and customer-oriented business

AY00CT10 Effective marketing 2: 3 ECTS

Learning outcomes

The student is able to

- identify the phases of a marketing and sales process
- understand the importance of brand building and its role in business
- become aware of the segmentation process and its benefits
- understand the key concepts of digital marketing
- recognize customer needs and understand their significance for the success of a company

KE00CE74 Intercultural Awareness: 3 ECTS

Learning outcomes

Students are able to

- understand cultural similarities and differences
- work effectively with international partners
- analyze business and work life cultures including Finland using different cultural frameworks
- understand culture adaptation and adjustment.

LLABTO25-26-1052 Working in a Project: 15 ECTS

AY00CA99 Working in a Project: 5 ECTS

Learning outcomes

For 1.-2. year students learning outcomes for early study phase are applied, and for 3.-4. year students learning outcomes for the graduation phase.

Early-skill stage/learning outcomes:

The student is able to:

- use the concepts related to the project topic and theme and shows familiar with the paternity-related project data base
- describe the rationale, needs and criteria for project activities
- work in projects in accordance with the administration
- apply professional methods and working practices related to the project topic
- operate safely, ethically and customer-oriented project
- action required by the project in interactive situations
- operate safely, ethically and customer-oriented project

Graduation competence/learning outcomes:

The student is able to:

- use the concepts related to the project in a coherent and justify their actions on the basis of the knowledge base
- find starting points, needs and criteria for project activities

- to act purposefully, to assess the activity and make suggestions for improvement
- applied to the project a variety of different techniques, methods and ways of working
- operate safely, ethically and customer-oriented
- to act responsibly and in a target group and as otherwise required by the project in interactive situations

AY00DG62 Working in a Project 2: 5 ECTS

Learning outcomes

For 1.-2. year students learning outcomes for early study phase are applied, and for 3.-4. year students learning outcomes for the graduation phase.

Early-skill stage/learning outcomes:

The student is able to:

- use the concepts related to the project topic and theme and shows familiar with the paternity-related project data base
- describe the rationale, needs and criteria for project activities
- work in projects in accordance with the administration
- apply professional methods and working practices related to the project topic
- operate safely, ethically and customer-oriented project
- action required by the project in interactive situations
- operate safely, ethically and customer-oriented project

Graduation competence/learning outcomes:

The student is able to:

- use the concepts related to the project in a coherent and justify their actions on the basis of the knowledge base
- find starting points, needs and criteria for project activities
- to act purposefully, to assess the activity and make suggestions for improvement
- applied to the project a variety of different techniques, methods and ways of working
- operate safely, ethically and customer-oriented
- to act responsibly and in a target group and as otherwise required by the project in interactive situations

AY00CB01 Working in a Project 3: 5 ECTS

Learning outcomes

For 1.-2. year students learning outcomes for early study phase are applied, and for 3.-4. year students learning outcomes for the graduation phase.

Early-skill stage/learning outcomes:

The student is able to:

- use the concepts related to the project topic and theme and shows familiar with the paternity-related project data base
- describe the rationale, needs and criteria for project activities
- work in projects in accordance with the administration
- apply professional methods and working practices related to the project topic
- operate safely, ethically and customer-oriented project
- action required by the project in interactive situations

- operate safely, ethically and customer-oriented project

Graduation competence/learning outcomes:

The student is able to:

- use the concepts related to the project in a coherent and justify their actions on the basis of the knowledge base
- find starting points, needs and criteria for project activities
- to act purposefully, to assess the activity and make suggestions for improvement
- applied to the project a variety of different techniques, methods and ways of working
- operate safely, ethically and customer-oriented
- to act responsibly and in a target group and as otherwise required by the project in interactive situations

LLABTO25-26-1053 Learning in Projects and Repetitive Projects: 0 ECTS

LA00BR31 Working in a Project - DuuniExpo: 5 ECTS

Learning outcomes

For 1.-2. year students learning outcomes for early study phase are applied, and for 3.-4. year students learning outcomes for the graduation phase.

Early-skill stage/learning outcomes:

The student is able to:

- use the concepts related to the project topic and theme and shows familiar with the paternity-related project data base
- describe the rationale, needs and criteria for project activities
- work in projects in accordance with the administration
- apply professional methods and working practices related to the project topic
- operate safely, ethically and customer-oriented project
- action required by the project in interactive situations
- operate safely, ethically and customer-oriented project

Graduation competence/learning outcomes:

The student is able to:

- use the concepts related to the project in a coherent and justify their actions on the basis of the knowledge base
- find starting points, needs and criteria for project activities
- to act purposefully, to assess the activity and make suggestions for improvement
- applied to the project a variety of different techniques, methods and ways of working
- operate safely, ethically and customer-oriented
- to act responsibly and in a target group and as otherwise required by the project in interactive situations

AY00CX51 Working in a Project - DuuniExpo 2: 5 ECTS

Learning outcomes

For 1.-2. year students learning outcomes for early study phase are applied, and for 3.-4. year students learning outcomes for the graduation phase.

Early-skill stage/learning outcomes:

The student is able to:

- use the concepts related to the project topic and theme and shows familiar with the paternity-related project data base
- describe the rationale, needs and criteria for project activities
- work in projects in accordance with the administration
- apply professional methods and working practices related to the project topic
- operate safely, ethically and customer-oriented project
- action required by the project in interactive situations
- operate safely, ethically and customer-oriented project

Graduation competence/learning outcomes:

The student is able to:

- use the concepts related to the project in a coherent and justify their actions on the basis of the knowledge base
- find starting points, needs and criteria for project activities
- to act purposefully, to assess the activity and make suggestions for improvement
- applied to the project a variety of different techniques, methods and ways of working
- operate safely, ethically and customer-oriented
- to act responsibly and in a target group and as otherwise required by the project in interactive situations

AY00DC60 Working in a Project - Business Mill: 5 ECTS

Learning outcomes

For 1.-2. year students learning outcomes for early study phase are applied, and for 3.-4. year students learning outcomes for the graduation phase.

Early-skill stage/learning outcomes:

The student is able to:

- use the concepts related to the project topic and theme and shows familiar with the paternity-related project data base
- describe the rationale, needs and criteria for project activities
- work in projects in accordance with the administration
- apply professional methods and working practices related to the project topic
- operate safely, ethically and customer-oriented project
- action required by the project in interactive situations
- operate safely, ethically and customer-oriented project

Graduation competence/learning outcomes:

The student is able to:

- use the concepts related to the project in a coherent and justify their actions on the basis of the knowledge base
- find starting points, needs and criteria for project activities
- to act purposefully, to assess the activity and make suggestions for improvement
- applied to the project a variety of different techniques, methods and ways of working
- operate safely, ethically and customer-oriented
- to act responsibly and in a target group and as otherwise required by the project in interactive situations

LLABTO25-26-1054 Tutoring: 0 ECTS**KE00BA48 Peer Tutoring: 3 ECTS****Learning outcomes**

The student is able to

- familiarize and guide new students as peer tutor in learning environments and studying
- promote a positive learning atmosphere
- act objectively and responsibly
- work in communities and social networks
- evaluate and develop the outcome of his/her action

KE00BA47 International tutoring: 3 ECTS**Learning outcomes**

The student is able to

- familiarize and guide exchange students as peer tutor in learning environments and studying
- promote a positive learning atmosphere
- act objectively and responsibly
- work in an international context in a foreign language
- evaluate and develop the outcome of his/her action

KE00BD84 Head Tutoring: 2 ECTS**Learning outcomes**

The student is able to

- familiarize and guide peer tutors as head tutor in their job
- organize and lead peer tutoring and plan time management
- work in a variety of interaction, appearance and group tutoring situations
- evaluate and develop the outcome of his/her action

LLABTO25-26-1055 Student association activity: 0 ECTS**AY00CN12 Student section activity: 2 ECTS****AY00CN14 Student association activity: 10 ECTS****AY00CN16 Leading student association activity: 5 ECTS****AY00CN18 Representative council: 3 ECTS****LLABTO25-26-1056 Studies in LAB Focus Areas (in Finnish): 0 ECTS****LLABTO25-26-1057 Intangible Value Creation: 0 ECTS**

LLABTO25-26-1058 : 0 ECTS**AM00CF03 Basics of Service Design: 5 ECTS****Learning outcomes**

The student is able to

- use service design terminology, methods and processes in design work
- function as a member of a multidisciplinary team in a goal-oriented way
- apply design thinking to assignments and problem solving
- recognize the importance of foresight in service design
- produce visual presentations of services.

LLABTO25-26-1062 Entrepreneurial Path: 0 ECTS**AY00CU90 Entrepreneurship Experience: 10 ECTS****Learning outcomes**

The student appreciates his/her competence and recognizes and uses entrepreneurship competences. He/she gains experience of utilizing the communication and organization skills required in team and project work and learns to improve them. The student may test a business idea in practice.

The learning objectives (emphasized by the student's goals, interests and contemporary project opportunities)

- Innovation skills and planning (ideation, teamwork, business model)
- Team and project working skills (communication, organization, planning, implementation, control)
- Designing the company (networking, idea validation, action plan)
- Running the company for real and collecting feedback (facing the client, evaluation of the idea)
- Future plans and evaluation (developing the idea, collaboration, planning future steps)

AL00CJ05 Growth Entrepreneurship - Startup Kit: 5 ECTS**Learning outcomes**

The student is able to

- turn a business idea into a startup and growth company.
- utilize teamwork, networks and business services.
- actively operate in the startup ecosystem of his/her geographical and business area.

LLABTO25-26-1059 Human Well-being: 0 ECTS**LLABTO25-26-1060 Personalized e-Health Solutions: 0 ECTS****AH00CX23 Personalized Wellbeing Technology Solutions: 5 ECTS****Learning outcomes**

The student is able to

- evaluate personalized wellbeing solutions in social and health services
- defend the applications of wellbeing technology in promotion of personalized wellbeing
- describe the use of wellbeing solution in social and health services and wellbeing
- analyze the suitability of wellbeing technology for care and wellbeing purposes

AH00CX24 Service Design Basics of Personalized Wellbeing Technology: 5 ECTS

Learning outcomes

The student is able to

- describe the use of service design in promotion and implementation of wellbeing technology
- use the methods of service design in promotion and implementation of wellbeing technology

AH00CX25 Co-creation of Personalized Wellbeing Technology: 5 ECTS

Learning outcomes

The student is able to

- implement the tools used in service design
- co-create wellbeing technology services/products in multidisciplinary teams
- assess the methods of service design in promotion of wellbeing technology solutions
- design new innovations of wellbeing technology for care and wellbeing

LLABTO25-26-1063 Multipurpose Materials: 0 ECTS

LLABTO25-26-1064 Circular Economy Solutions: 0 ECTS

AT00DC20 Principles of Sustainability and Circular Economy: 3 ECTS

Learning outcomes

Students will become familiar with the three pillars of Sustainable Solutions Engineering

- resource efficiency
- principles of circular economy
- basics of sustainable development.

By the end, they should understand the close relationship between the driving forces of sustainable development and future economic growth.

AT00CX02 Sustainable Material Cycles: 5 ECTS

Learning outcomes

Student is able to:

- know LAB's Research and Development activities related to Circular Economy
- describe the principles of technical and biobased cycles
- describe the meaning of carbon-neutral built environment meaning in our society
- understand the need for transformative change to achieve more sustainable societies
- understand the importance of sustainable design to achieve more sustainable product and services

AL00CI83 Sustainable Innovation Ecosystems in Circular Economy: 5 ECTS

Learning outcomes

Student is able to

- recognize and explain the concept of circular economy ecosystem
- describe and define a particular ecosystem
- understand and analyse the innovation potential in a real case ecosystem
- create an argued solution to the case topic
- work in a multidisciplinary case context