

Ministry of Education and Science of Ukraine
Kharkiv National University named after V.N. Karazin
Department of banking business and financial technologies



APPROVED by

Vice-rector for scientific and pedagogical work

Oleksandr HOLOVKO

2023

WORKING PROGRAM OF EDUCATIONAL DISCIPLINE
«**BUSINESS TRANSPARENCY AND COMPLIANCE IN
MULTINATIONAL ENTERPRISES**»

type of discipline

Interfaculty

faculty

Education and Research Institute "Karazin Banking Institute"

2023 / 2024 academic year

The program is recommended for approval by the Academic Council of the Educational and Scientific Institute "Karazinsky Banking Institute"


"24" March 2023 dated, Protocol № 12

PROGRAM DEVELOPER: Iryna ONISHCHENKO, PhD, senior lecturer, department of Banking Business and Financial Technologies

The program was approved at the meeting of the department of Banking Business and Financial Technologies

Protocol № 9 dated "28" February 2023

Head of the Department of Banking Business and Financial Technologies


(signature)

Galyna AZARENKOVA
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The program was approved by the scientific and methodological commission of Educational and Scientific Institute "Karazinsky Banking Institute"

Protocol № 5 dated "21" March 2023

Head of the Scientific and Methodological Commission of Educational and Scientific Institute "Karazin Banking Institute"


(signature)

Valeriia KOCHORBA
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INTRODUCTION

The program of the course "Business transparency and compliance in multinational enterprises" is implemented in the educational process of V.N. Karazin Kharkiv National University as a result of the signing of the memorandum of understanding between V.N. Karazin Kharkiv National University and Karlsruhe University of Applied Sciences (Memorandum dated 15.02.2023).

1. Description of the discipline

1.1. The purpose of the course "Business transparency and compliance in multinational enterprises" is the formation of a system of knowledge and practical skills in understanding the essence of business transparency, the study of various methods of assessing the business transparency of multinational enterprises, and the acquisition of competences in the analysis of compliance in multinational enterprises.

1.2. The main tasks of studying the discipline

The study of the discipline "Business transparency and compliance in multinational enterprises" by the first (bachelor's) level of higher education is aimed at:

– **Integral competence:**

IC. The ability to solve complex specialized tasks and practical problems in the course of professional activity in the field of finance, banking and insurance or in the process of learning, which involves the application of certain methods and provisions of financial science and is characterized by the uncertainty of conditions and the need to take into account the complex requirements of the implementation of professional and educational activities .

– **Formation of the following general competences:**

– General normative competences:

GNC1. Ability to abstract thinking, analysis and synthesis.

GNC2. Ability to apply knowledge in practical situations.

GNC4. Ability to communicate in a foreign language.

GNC6. Ability to conduct research at an appropriate level.

GNC8. Ability to search, process and analyze information from various sources.

– General additional competences:

GAC1. Knowledge and understanding of the subject area and understanding of professional activity.

GAC2. Ability to work in an international context.

GAC4. Ability to apply knowledge of fundamental and applied sciences, in the amount necessary for the mastery of professional disciplines.

– **Formation of the following special (professional) competences:**

– Special Regulatory Competencies:

SRC1. The ability to investigate trends in economic development using the tools of macro- and microeconomic analysis, to evaluate modern economic phenomena.

SRC2. Understanding the peculiarities of the functioning of modern global and national financial systems and their structure.

SRC6. Ability to use modern information and software for obtaining and processing data in the field of finance, banking and insurance.

SRC10. Ability to determine, justify and take responsibility for professional decisions.

1.3. Number of credits 3

1.4. The total number of hours 90 hours

1.5. Discipline characteristics

By choice	
Full-time education	Correspondence form of education
Training year	
From the 3rd year of education	-
Semester	
Autumn	-
Lectures	
28 hours	-
Independent student activity	
62 hours	-

1.6. Planned learning outcomes

According to the requirements of the educational and professional program, students should achieve the following results:

- capable of demonstrating knowledge of the essence of business transparency; to shape the benefits of business transparency for multinational enterprises.
- capable of demonstrating understanding and practical skills in assessing the level of business transparency in multinational enterprises.
- capable of demonstrating knowledge of corporate, informational, environmental, social, financial and other types of transparency.
- capable of demonstrating knowledge of the essence of compliance; to be able to determine its role in the activities of multinational enterprises.
- capable of demonstrating knowledge and practical skills in assessing compliance risks for various industries of multinational enterprises.
- capable of creating plans for the implementation of recommendations and proposals for improving the compliance system in multinational enterprises.

2. Thematic plan of the educational discipline

Topic 1. Business transparency in multinational enterprises

What is transparency in business? Importance of business transparency. Advantages and disadvantages of business transparency. Workplace transparency. What is transparent communication. Examples of transparent communication. Benefits of transparency in the workplace. Ways to improve transparency at the workplace. Salary transparency.

Topic 2. Transparency of corporate reporting in multinational enterprises

Corporate transparency. Primary dimensions of corporate transparency. GAMMA Methodology. Index of corporate transparency. Alliance for Corporate Transparency. Analysis of the transparency of corporate reporting in MNEs.

Topic 3. Informational transparency in multinational enterprises

Importance of information transparency in MNEs. Value of transparent information about the entity for its users. Transparency in Corporate Reporting: Assessing the World's Largest Companies (with examples).

Topic 4. Overview of corruption methods in business

What is corruption? Corruption features. The cost of corruption. Typology of corruption. Corruption methods. The biggest bribery cases in modern business history. The business rationale for fighting corruption. Global, multi-industry anti-corruption initiatives.

Topic 5. Benefits of compliance in multinational enterprises

What is compliance in MNEs. Benefits of compliance. Regulatory compliance and corporate compliance (with examples). Regulatory compliance requirements. How does regulatory compliance vary by sector? Regulatory compliance management. Regulatory compliance reporting. Corporate compliance. Chief compliance officer and other compliance roles. Best practices and strategies for corporate compliance. World's most ethical companies (honoree list). Best Code of Conduct examples.

Topic 6. Compliance risks in multinational enterprises

What is compliance risk? Examples of compliance risk. How to categorise compliance risk. Common types of compliance risk. Compliance risk assessments. Inherent and residual risk management. Compliance risk assessment steps. Compliance management. Compliance management process. Challenges in managing compliance risks. What needs compliance in MNEs in future?

Topic 7. Providing an effective compliance program in multinational enterprises

The cost of being in compliance. The cost of noncompliance. The purpose of corporate compliance programs in MNEs. Compliance monitoring plan for MNEs. Elements of an effective corporate compliance program. Compliance training. The common types of compliance training. SMART & Compliance training. Sample compliance program.

3. The structure of the discipline

Topic name	Hours quantity, Full-time education				
	Lectures	Practical (seminar) activity	Laboratory (contact) activity	Individual activity	Independent student activity
Topic 1. Business transparency in multinational enterprises	4	-	-	-	9
Topic 2. Transparency of corporate reporting in multinational enterprises	4	-	-	-	9
Topic 3. Informational transparency in multinational enterprises	4	-	-	-	9
Topic 4. Overview of corruption methods in business	4	-	-	-	8
Topic 5. Benefits of compliance in multinational enterprises	4	-	-	-	9
Topic 6. Compliance risks in multinational enterprises	4	-	-	-	9
Topic 7. Providing an effective compliance program in multinational enterprises	4	-	-	-	9
Total:	28	-	-		62
Final control: test		-			
Total:	Hours	90			
	Credits	3			

Themes of lectures

Topic name	Hours quantity, Full-time education
Topic 1. Business transparency in multinational enterprises. Importance of business transparency. Workplace transparency. Transparent communication. Benefits of transparency in the workplace. Ways to improve transparency at the workplace. Salary transparency.	4
Topic 2. Transparency of corporate reporting in multinational enterprises. Corporate transparency. GAMMA Methodology. Index of corporate transparency. Alliance for Corporate Transparency. Analysis of the transparency of corporate reporting in MNEs.	4
Topic 3. Informational transparency in multinational enterprises. Importance of information transparency in MNEs. Value of transparent information about the entity for its users.	4
Topic 4. Overview of corruption methods in business. Corruption features. The cost of corruption. Typology of corruption. Corruption methods. Global, multi-industry anti-corruption initiatives.	4
Topic 5. Benefits of compliance in multinational enterprises. Benefits of compliance. Regulatory compliance and corporate compliance. Regulatory compliance	4

requirements. Regulatory compliance management. Regulatory compliance reporting. Corporate compliance. Chief compliance officer and other compliance roles.	
Topic 6. Compliance risks in multinational enterprises. What is compliance risk? Common types of compliance risk. Compliance risk assessments. Inherent and residual risk management. Compliance management. Challenges in managing compliance risks.	4
Topic 7. Providing an effective compliance program in multinational enterprises. The cost of being in compliance. The cost of noncompliance. The purpose of corporate compliance programs in MNEs. Compliance monitoring plan for MNEs. Compliance training.	4
Total:	28
Final control: Final test work	-

4. The topics of seminar (practical, laboratory) classes

Seminars (practical, laboratory) classes are not provided for the curriculum.

5. Tasks for independent work

Types, content of independent activity	Hours quantity, Full-time education
Topic 1. Business transparency in multinational enterprises. Answer to the question: What are the advantages and disadvantages of business transparency for your opinion? Make a personal list of reasons why transparency may be necessary in a multinational company.	9
Topic 2. Transparency of corporate reporting in multinational enterprises. Prepare a report: How, in your opinion, can the level of transparency be increased in the workplace? Find and explore an example of a high level of corporate reporting transparency among multinational companies.	9
Topic 3. Informational transparency in multinational enterprises. Propose and justify the feasibility of considering certain information blocks on the official website of a multinational company as elements for measuring its information transparency. Offer your own list of such blocks.	9
Topic 4. Overview of corruption methods in business. Search for known examples of the use of corruption methods. Find famous examples of corruption cases in multinational companies.	8
Topic 5. Benefits of compliance in multinational enterprises. Make your own list of the benefits of implementing compliance in a multinational company.	9
Topic 6. Compliance risks in multinational enterprises. Consider the compliance risks specific to a certain industry, display them in the form of a table or scheme (use Padlet-board). What do you think are the compliance risks for multinational companies in the nearest future?	9
Topic 7. Providing an effective compliance program in multinational enterprises. Consider existing compliance programs, provide your own vision of the structure of such a program relevant for multinational companies in the nearest future.	9
Total:	62

6. Individual tasks

Individual task is not provided.

7. Teaching methods

Verbal (explanations, lecture), visual (multimedia presentations, distance course), practical (practical tasks).

8. Methods of control

1. The form of final control over the discipline "Business Transparency and Compliance in Multinational Enterprises" is a test (two -level evaluation system).

2. Forms of current control during lecture classes and results of independent work: protection of the results of performance of group or individual analytical and calculation works, presentation, discourse.

9. Points calculation scheme

Current Control, Independent Work									Test	Total
Indicator	T1	T2	T3	T4	T5	T6	T7	Total	60	100
Lecture	0,7	0,7	0,7	0,7	0,7	0,7	0,8	40		
Independent Work	5	5	5	5	5	5	5			

T1, T2 ... – topics.

Criteria for evaluating educational achievements

1. The criterion for successful passing the evaluation by the assessment may be to reach minimum threshold levels of assessments for each planned result of training in the discipline.

2. The minimum threshold level of assessment should be determined by qualitative criteria and transformed into a minimal positive estimate of the numerical (rating) scale used.

3. The result of the study of the discipline is the test.

The table presents a scale of evaluation of academic achievement based on the results of the course:

A scale for converting points from a 100-point rating scale to national scale ratings

The sum of points for all types of educational activities during the semester	Rating	
	for a four-level rating scale	for a two-level rating scale
90-100	excellent	enrolled
70-89	good	
50-69	satisfactorily	
1-49	unsatisfactory	is not counted

10. REFERENCES

Primary

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2. Shkodina I., Onishchenko I. Improving the transparency of banking as a priority area for reforming Ukraine's banking system. Collection of scientific works "Financial and credit activities: problems of theory and practice". 2016. 2 (21), pp. 4-13. URL: <https://doi.org/10.18371/fcaptp.v2i21.91042>
3. Shkodina I., Onishchenko I. Methodology of determining the level of entity's information transparency in asymmetric informations condition. *European Journal of Economics and Management*. 2017. Volume 3, Issue 3, pp. 88-93. URL: https://eujem.cz/wpcontent/uploads/2017/eujem_2017_3_3/15.pdf

Supporting

5. Banke M., Lenger S. and Pott C. ESG Ratings in the Corporate Reporting of DAX40 Companies in Germany: Effects on Market Participants, Sustainability. 2022. 1-21.
6. Gold A., Heilmann M., Pott C. and Rematzki J. Do key audit matters impact financial reporting behavior? *International Journal of Auditing*. 2020. 232-244.
7. Zhuravka F. Problem aspects of transformation in financial reporting of business entities in Ukraine. *Geopolitics under Globalization*. 2017. 1(1). 36-44. Doi: [https://doi.org/10.21511/gg.01\(1\).2017.05](https://doi.org/10.21511/gg.01(1).2017.05)

11. Links to information resources on the Internet, video lectures, other methodical support

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2. Kappel M. Transparency in business: 5 ways to built trust. *Forbes*. 2019. URL: <https://www.forbes.com/sites/mikekappel/2019/04/03/transparency-in-business-5-ways-to-build-trust/?sh=875125f61490>
3. Perucci D. Creating Transparency in the Workplace: How to Get Started. 2019. URL: <https://www.bamboohr.com/blog/creating-transparency-in-workplace>
4. S&P Global Ratings and Transparency. URL: <https://www.spglobal.com/ratings/en/about/transparency>
5. Simonovic J. Transparent communication: why and how to embrace it at work. 2022. URL: <https://pumble.com/blog/transparent-communication/>
6. Super K. How Salary Transparency Can Help Your Company Advance its DEI Initiatives. 2022. URL: <https://www.charthop.com/resources/blog/dei/salary-transparency-advance-dei-initiatives/>
7. Team Ninety. 18 Ways to Practice Business Transparency [and Build Trust]. 2022. URL: <https://www.ninety.io/work-from-anywhere/ways-to-practice-business-transparency-trust>
8. Transparency International. URL: <https://www.transparency.org/>