

PLAN DE ÎNVĂȚĂMÂNT

valabil începând cu anul universitar 2026-2027

UNIVERSITATEA DIN ORADEA

FACULTATEA: DE ȘTIINȚE ECONOMICE

Programul de studii universitare de masterat: Management aprofundat (în limba engleză)/Advanced Management

Domeniul fundamental: Științe Sociale/Științe Economice

Domeniul de masterat: Management

Tipul masteratului (profesional, de cercetare, didactic): Profesional

Durata studiilor / număr de credite: 2 ani / 120 credite

Forma de învățământ: cu frecvență (IF)

1. Misiunea programului de studii / specializării

The mission of the study program / specialization

The mission of ADVANCED MANAGEMENT master program is to form, using educational and scientific research activities appropriate for the contemporary complex business environment, specialists in management, who will be able to contribute to the efficient use of resources in order to obtain successful results for the organizations in which they will work either as specialists or as managers.

2. Obiectivele programului de studii / specializării

The objectives of the study program / specialization

The objectives of the *Master's program in Advanced Management* are to provide students, in an elevated, attractive and professional manner, with information, knowledge, experiences and opportunities that will ensure their acquisition of the special skills associated with this field of study in order to be able to carry out specific activities, as well as in-depth and synthesis knowledge in the field of Management, in accordance with the National Framework of Qualifications in Higher Education. We primarily aim to train specialists in the field of management, capable of carrying out their activity in: private, business and non-profit organizations, in public institutions and other organized social structures, who will integrate into various organizational, business and institutional fields. Graduates can also become researchers in specialized institutes, or teachers in economic, high school or university education.

The general objectives of the Advanced Management master's program consist of:

- enhancing students' ability to understand and acquire the concepts taught in courses, deepened through debates in seminars, verified through practical work and individual or group research;
- increasing students' ability to use modern research methods and techniques in the field of organizational management;
- creating a new mentality in relation to the importance and performance of scientific research;
- encouraging the open exchange of ideas and experiences within all teaching and scientific research activities;
- promoting by master's students, after completing their master's degree studies, an open position towards decisions within organizations and, at the same time, the adoption by them of the most appropriate decisions regarding the allocation and efficient use of human resources.

The specific objectives of the Advanced Management master's program consist of:

- ensuring that students acquire theoretical concepts and modern techniques regarding aspects of management theory and practice necessary for the concrete resolution of problems related to the management function;
 - ensuring the information base in accordance with the requirements of practicing in the best conditions, specializing in organizational management and human resources;
- ensuring an interdisciplinary character, oriented towards professional development and creating a culture of quality;
- training students, theoretically and practically, at the level of the requirements of the European and international market in accordance with the requirements and demands of employers;
- approaching the scientific tools and specialized, updated information necessary for the strategic and multidimensional approach to organizations;
- acquiring an in-depth specialized language, developing an ethical and responsible spirit.

3. Competențe care se vor dobândi la finalizarea studiilor

Competences to be acquired by graduates upon completion of studies

Competențe generale / profesionale:

General/ professional competences:

C1 - Thorough analysis, synthesis, and use of economic information in the decision-making process; application of leadership principles within organizations.

C2 - Identification and application of management functions to achieve organizational objectives; preparation of operational summaries, complex reports, and studies required for organizational management using ICT.

C3 - Design and implementation of strategies and policies in human resources management, supply chain management, service management, marketing management, etc.; application of essential functional and technical knowledge to solve specific problems.

C4 - Design and implementation of complex projects using concepts and methods specific to systemic analysis, synthesis, and interpretation of economic and social processes.

C5 - Assessment and diagnosis of an organization's internal and external environment; effective networking with various institutions and organizations in the socio-economic environment.

Competențe generale/profesionale ESCO - General/Professional Competences (ESCO): 1. Knowledge of management theories, business strategies, organisational structures, 2. Skill to analyse business performance, apply strategic models, evaluate data, 3. Competence in advising improvement, recommending strategies, 4. Knowledge of HR strategies, labour legislation, performance management, 5. Skill to design HR policies, develop programs, recruit/train staff, 6. Competence in managing team performance, change management, conflict resolution, 7. Skill to plan, execute, monitor, close projects, 8. Competence in risk assessment, budget control, stakeholder management, 9. Knowledge of logistics, supply chain design, inventory management, process optimization, 10. Skills to plan and optimize flows, manage stock, forecast demand, 11. Competence in use of ICT tools for supply chain, cost analysis

Competențe transversale:

Transversal competences:

CT1 - Coordination of professional teams; acceptance, allocation, and fulfillment of specific responsibilities in the economic field.

CT2 - Self-assessment of training needs; diagnosis of learning needs and self-monitoring.

CT3 - Substantiation and assumption of economic strategies, in terms of responsibility and autonomy

Competențe transversale ESCO- Transversal Competences (ESCO): 1. Interpersonal skills, 2. Ethical judgement, 3. Empathy, 4. Cultural awareness, 5. Organizational & planning skills, 6. Critical thinking, 7. Problem-solving, 8. Communication (writing reports, presenting findings), 9. Teamwork and collaboration.

4. Rezultatele așteptate ale învățării (sinteză)/ Expected learning outcomes (summary)

Nr. crt.	Cunoștințe/Knowledge	Aptitudini/Skills	Responsabilitate și autonomie/ Responsibility and autonomy
1.	The student/graduate demonstrates advanced knowledge of organizational management, strategic management, human resources management, marketing, finance, supply chain, and information systems	Applies advanced tools for managerial analysis, financial diagnosis, and market research to design projects	Manages complex, unpredictable organizational situations through strategic approaches and assumes responsibility for decisions
2.	The student/graduate critically understands theories, models, and methodologies in management and their interdisciplinary connections (ICT, ethics, cross-cultural studies, entrepreneurship)	Designs and implements strategies for HRM, organizational change, and supply chain optimization	Coordinates professional teams, ensuring compliance with ethical and intercultural standards in decision-making
3.	The student/graduate explains and integrates advanced research methodologies, ethical	Uses ICT and data analysis tools to support evidence-based	Uses digital tools (including AI) responsibly and

	principles, and social responsibility into management practice	decisions and identify automatable processes	demonstrates autonomy in research and data interpretation
4.	Identifies innovation techniques and entrepreneurial behaviors necessary for business development. Understands advanced office software, information systems, and statistical data processing methods	Develops innovative solutions to address complex, dynamic organizational problems and environmental changes	Demonstrates entrepreneurial behavior and professional autonomy in adapting to global business environments
5.	The student/graduate uses professional terminology and conceptual frameworks for effective academic and professional communication	Conducts internal/external environment analyses to substantiate marketing and management decisions	Engage in self-assessment and lifelong learning to maintain professional relevance and long-term performance

5. Finalități/Outcomes

Absolvenții programului de studii universitare de masterat vor accesa următoarele ocupații posibile conform „Clasificării Ocupațiilor din România” ISCO – 08:

Graduates of the master's degree program will access the following possible occupations according to the "Romanian Classification of Occupations" ISCO – 08:

242106 Innovation manager, 242108 Processes improvement manager

Other possible occupations: Company Administrator- 242111; Specialist in organizational development - 242322; Quality Management Systems Manager 242114; Operations/Product Manager- 241226; Product Manager- 243104; Project Manager - 242101; Human Resources Specialist - 242314; Counselor public administration - 242201; Human Resources Manager - 121207; Manager - 112029; Manager in the social economy- 112032; Company Manager - 112004; Company Deputy Manager - 112005; Scientific Manager R D (Research and Development)- 112007; Company General Manager- 112011; Company Deputy General Manager- 112012; Program Manager - 112013; Commercial Manager - 112017; Sales Manager - 112018; Manager / Deputy Manager, Chief Inspector- 112019; Economic Manager- 112020; Store Manager -112021; Small Business Manager/Owner (endorser) manufacturing- 132110; Acquisitions Manager- 132448; Supply Manager- 132450; Relationship with suppliers Manager - 132451; Education Unit Manager - 134502; Hotel Manager -141105; Pension Manager - 141106; Restaurant Manager -141111; Fast-food Manager - 141120; Food Department Manager - 141202; Catering Department Manager - 141203; Aria Manager - 142008; Small Business Manager/Owner (endorser) in trade-142011; Cultural Organization Manager - 143105; Manager in tourism activity- 143908; Bank Manager- 241225; HR (human resources) Consultant - 242317; Management Consultant 263107.

PLAN DE ÎNVĂȚĂMÂNT**/CURRICULUM

Anul de studiu I/ First year of study

Cod/C ode	Discipline*/Courses	Tip/ Type	Semestrul I [ore/săptămână]/ Semester I [hours/week]				Total [ore/sem.] / Total [hours/we ek]	Felul verif. (Ex, Cv, Vp)/ Type of assessment (Ex, Cv, Vp)	Cre- dite Credi ts	SI [ore/sem.] IS [hours/week]	Condiți- onări Require ments
			C	S	L	P					
	OBLIGATORII/COMPULSORY										
FSTE-0930	Organizational Management	DS	2	1	-	-	42	Ex	6	108	
FSTE-0931	Innovation & Entrepreneurship	DS	1	1	-	-	28	Cv	6	122	
FSTE-0947	E-Business	DS	2	1	-	-	42	Ex	6	108	
FSTE-0932	Marketing Management	DS	1	1	-	-	28	Ex	6	122	
FSTE-0933	Corporate Finance	DS	1	1	-	-	28	Cv	6	122	
	TOTAL		7	5	-	-	168		30	582	

Cod/C ode	Discipline*/Courses	Tip/ Type	Semestrul I [ore/săptămână]/ Semester I [hours/week]				Total [ore/sem.] / Total [hours/we ek]	Felul verif. (Ex, Cv, Vp)/ Type of assessment (Ex, Cv, Vp)	Cre- dite Credi ts	SI [ore/sem.] IS [hours/week]	Condiți- onări Require ments
			C	S	L	P					
	OBLIGATORII/COMPULSORY										
FSTE-0948	Strategic Management	DS	1	1	-	-	28	Ex	6	122	
FSTE-0934	Financial Diagnosis and Evaluation	DS	1	-	-	1	28	Cv	6	122	
FSTE-0935	Market research and Marketing Strategy	DS	1	1	-	-	28	Ex	6	122	
FSTE-0936	Modeling and Data Analysis	DS	1	-	1	-	28	Cv	6	122	
FSTE-0943	Brand Management	DS	1	1	-	-	28	Ex	6	122	
FSTE-0999	Ethics and integrity in scientific research	DC	1	1	-	-	28	Cv	6	122	
	TOTAL		6	4	1	1	168		30	582	
	FACULTATIVE/OPTIONAL										
	Volunteering I	DC	-	-	-	2	28	Vp	2	22	
	Communication in a foreign language I	DC	2	1	-	-	42	Cv	5	83	

Legendă: C – curs (pentru IFR – Coordonare studiu individual); S Seminar; L – Lucrări practice (laborator); P – Proiect; SI – Studiu Individual; DF – Disciplină fundamentală; DS – Disciplină de specializare; DC – Disciplină complementară.

Legend: C – course (for IFR – Individual study coordination); S Seminar; L – Practical work (laboratory); P – Project; SI – Individual Study; DF – Fundamental discipline; DS – Specialization discipline; DC – Complementary discipline.

** - Varianta tipărită a PI care se înaintază SUO spre aprobare este cea tipărită din aplicația UniWeb, în limba română sau în limba engleză.

Director departament

prof. univ. dr. habil. Maria-Madela ABRUDAN

Aprobat prin HS

RECTOR

**prof. univ. dr. ing. habil.
Constantin BUNGĂU**

DECAN

**prof. univ. dr. habil.
Claudia-Diana SABĂU-POPA**

PLAN DE ÎNVĂȚĂMÂNT/CURRICULUM**

Anul de studiu II/Second year of study

Cod/C ode	Discipline*/Courses	Tip/ Type	Semestrul I [ore/săptămână]/ Semester I [hours/week]				Total [ore/sem.] / Total [hours/we ek]	Felul verif. (Ex, Cv, Vp)/ Type of assessment (Ex, Cv, Vp)	Cre- dite Credi ts	SI [ore/sem.] IS [hours/week]	Condiți- onări Require ments
			C	S	L	P					
OBLIGATORII/COMPULSORY											
FSTE-0983	Scientific Research	DC	1	-	-	1	28	Cv	6	122	
FSTE-0938	Management of human resources: strategies and policies	DS	1	1	-	-	28	Ex	6	122	
FSTE-0949	Customer Relationship Management	DS	1	1	-	-	28	Cv	6	122	
FSTE-0939	Information Systems for Advanced Management	DS	1	-	1	-	28	Cv	6	122	
FSTE-0981	Project Management	DS	1	1	-	-	28	Ex	6	122	
TOTAL			5	3	1	1	140		24	460	
OPȚIONALE/ELECTIVE											
Pachet 1/Package 1											
FSTE-0942	Organizational Change Management	DS	1	1	-	-	28	Ex	6	122	
	Sustainable management. Organizational policies.	DS	1	1	-	-	28	Ex	6	122	
TOTAL			1	1			42		6	108	
FACULTATIVE/OPTIONAL											
	Volunteering II	DC	-	-	-	2	28	Vp	2	22	
	Communication in a foreign language II	DC	2	1	-	-	42	Cv	5	83	

Cod/C ode	Discipline*/Courses	Tip/ Type	Semestrul I [ore/săptămână]/ Semester I [hours/week]				Total [ore/sem.] / Total [hours/we ek]	Felul verif. (Ex, Cv, Vp)/ Type of assessment (Ex, Cv, Vp)	Cre- dite Credi ts	SI [ore/sem.] IS [hours/week]	Condiți- onări Require ments
			C	S	L	P					
OBLIGATORII/COMPULSORY											
FSTE-0941	Supply Chain Management	DS	2	1	-	-	42	Ex	5	83	
FSTE-0982	Practical stage	DS	-	-	-	-	84	Cv	5	41	
FSTE-0984	Elaboration of dissertation	DS	-	-	-	4	56	Cv	10	194	
TOTAL			2	1	-	4	182		20	318	

OPȚIONALE/ELECTIVE											
Pachet 2/ Package 2											
FSTE-0945	Business Ethics and Social Responsibility	DS	1	1	-	-	28	Ex	5	97	
FSTE-0946	Cross cultural management	DS	1	1	-	-	28	Ex	5	97	
Pachet 3/ Package 3											
FSTE-0950	Risk Management	DS	2	1	-	-	42	Ex	5	83	
FSTE-0940	Sales Management	DS	2	1	-	-	42	Ex	5	83	
	Agile Mangement	DS	2	1	-	-	42	Ex	5	83	
TOTAL			3	2	-	-	70		10	180	
FACULTATIVE/OPTIONAL											
	Volunteering III	DC	-	-	-	2	28	Vp	2	22	
	Communication in a foreign language III	DC	2	1	-	-	42	Cv	5	83	

Legendă: C – curs (pentru IFR – Coordonare studiu individual); S Seminar; L – Lucrări practice (laborator); P – Proiect; SI – Studiu Individual; DF – Disciplină fundamentală; DS – Disciplină de specializare; DC – Disciplină complementară.

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UNIVERSITATEA DIN ORADEA

FACULTATEA DE ȘTIINȚE ECONOMICE

Programul de studii universitare de masterat: MANAGEMENT APROFUNDAT (ÎN LIMBA ENGLEZĂ)/ADVANCED MANAGEMENT

Domeniul fundamental: ȘTIINȚE SOCIALE/ȘTIINȚE ECONOMICE

Domeniul de masterat: MANAGEMENT

Tipul masteratului (profesional, de cercetare, didactic): Profesional

Durata studiilor / nr. de credite: 2 ani/120 credite

Forma de învățământ: cu frecvență IF

Valabil din anul univ.

2026 - 2027

începând cu anul I

I. CERINȚE PENTRU OBTINEREA DIPLOMEI DE MASTER

Număr credite alocate, conform legislației: 120

- 1) 162 credite pentru disciplinele obligatorii;
- 2) 18 credite pentru disciplinele opționale;
- 3) 5 credite la practică incluse în numărul celor alocate disciplinelor obligatorii și opționale de la pct. 1 și pct. 2;
- 4) 10 credite pentru elaborarea lucrării de disertație (incluse în numărul celor alocate disciplinelor obligatorii de la pct. 1) – stabilite conform standardelor ARACIS;
- 5) pentru programele de master: 10 credite alocate examenului de disertație, constând în prezentarea și susținerea lucrării de disertație.

REQUIREMENTS FOR OBTAINING A MASTER'S DEGREE

Number of credits allocated, according to the legislation: 120

- 1) 164 credits for compulsory subjects;
- 2) 16 credits for elective subjects;
- 3) 5 credits for practice included in the number of those allocated to compulsory and optional subjects from point 1 and point 2;
- 4) 10 credits for the development of the dissertation work (included in the number of those allocated to compulsory subjects from point 1) – established according to ARACIS standards;
- 5) for master's programs: 10 credits allocated to the dissertation exam, consisting of the presentation and defense of the dissertation work.

II. STRUCTURA ANULUI UNIVERSITAR (în număr de săptămâni)

STRUCTURE OF THE ACADEMIC YEAR (in number of weeks)

Anul /year	Activități didactice/ Teaching activities		Sesiuni de examene/ Exam sessions					Practică */Practica stage	Vacanță/Holiday		
	sem. I	sem. II**	Iarnă /Winter	Restanțe Iarnă/ Re-examina-tion Winter	Vară /Summer	Restanțe Vară/ Re-examina-tion Summer	Restanțe Toamnă/ Re-examina-tion Autumn		Iarnă /Winter	Primăvară /Spring	Vară /Summer
Anul I/First Year	14	14	3	1	3	1	2	-	2	1	10
Anul II/Second year	14	14	3	1	3	1	2	3	2	1	10

*Practica se organizează pe baza unor programe elaborate de departamente și aprobate de Consiliul Facultății. Practica se desfășoară în laboratoarele facultății și în unități economice de profil, pe baza unor convenții de practică.

** Disciplinele din semestrul 6/8/12, după caz, (cu excepția disciplinei „Practică pentru elaborarea proiectului de diplomă” sau echivalentă) vor fi distribuite în săptămânile 1-10 fără a depăși 28 ore/săptămână, astfel încât pentru fiecare disciplină să se efectueze numărul total de ore din

planul de învățământ. Disciplina „Practică pentru elaborarea proiectului de diplomă” (sau echivalentă) se va desfășura în ultimele 2/4 săptămâni (săptămânile 11 – 12/14), câte 28 ore/săptămână (pentru programele de licență).

*The Practical stage is organized based on programs developed by the departments and approved by the Faculty Council. The internship is carried out in the faculty laboratories and in specialized economic units, based on internship agreements. ** The subjects of semester 6/8/12, as the case may be, (except for the subject "Practice for the development of the diploma project" or equivalent) will be distributed in weeks 1-10 without exceeding 28 hours/week, so that the total number of hours in the curriculum is completed for each subject. The subject "Practice for the development of the diploma project" (or equivalent) will be carried out in the last 2/4 weeks (weeks 11 - 12/14), 28 hours/week (for bachelor's programs).

III. PONDEREA DISCIPLINELOR PE CATEGORII ȘI TIPURI DE DISCIPLINE DISTRIBUTION OF COURSES BY CATEGORY AND TYPE

Numărul orelor la disciplinele obligatorii și opționale: 756

Number of hours in compulsory and elective subjects: 756

ANUL/ YEAR	SEMESTRUL I/ SEMESTER I	SEMESTRUL II/ SEMESTER II
I	12*14=168	12*14=168
II	12*14=168	12*14=168+84=252

Nr. crt.	Categorie discipline/ Subject category	Nr. de ore/Number of hours		Total		Standard ARACIS [min / max. %] (dacă este cazul)/ ARACIS Standard [min / max. %] (if applicable)
		An I/First year	An II/Second year	Ore/Hours	%	
1.	Obligatorii (DOB)/Compulsory	336	308	644	85,19	-
2.	Opționale (DOP)/Elective	-	112	112	14,81	-
TOTAL		336	420	756	100	
3	Facultative (DFA)/Optional	70	140	210		-

Nr. crt.	Categorie discipline/ Subject category	Nr. de ore/Number of hours		Total		Standard ARACIS [min / max. %] (dacă este cazul)/ ARACIS Standard [min / max. %] (if applicable)
		An I/First year	An II/Second year	Ore/Hours	%	
1.	Fundamentale (DF)/Fundamental	-	-	-	-	-
2.	De specializare	308	392	700	92,59	-

	(DS)/Specialization					
3.	Complementare (DC)/Complementary	28	28	56	7,41	-
TOTAL		336	420	756		

Notă: cele două tabele de mai sus se adaptează standardelor ARACIS specifice.

Total ore de practică: 84

Total Practical stage hours: 84

Raportul număr ore de aplicare practică / număr ore de curs: $420/336=1,25$

Ratio of number of hours of practical application / number of hours of teaching: $420/336=1.25$

IV. FLEXIBILITATEA PROCESULUI EDUCAȚIONAL **FLEXIBILITY OF THE EDUCATIONAL PROCESS**

Flexibilitatea programului de studii este asigurată prin includerea disciplinelor opționale și facultative. Disciplinele opționale sunt propuse pentru semestrele 3 ÷ 4 și sunt organizate în discipline opționale sau pachete opționale. În cazul pachetelor opționale, studentul selectează o singură disciplină din pachet, care devine disciplină obligatorie pentru parcursul său educațional. Alegerea disciplinelor opționale se desfășoară înainte de începerea anului universitar din care fac parte semestrele care conțin disciplinele sau pachetele de discipline opționale.

The flexibility of the study program is ensured by the inclusion of optional and facultative subjects. Optional subjects are proposed for semesters 3 ÷ 4 and are organized into optional subjects or optional packages. In the case of optional packages, the student selects a single subject from the package, which becomes a mandatory subject for his educational path. The choice of optional subjects is carried out before the start of the academic year to which the semesters containing the subjects or optional subject packages belong.

Notă: se adaptează pentru fiecare program de licență și de master, după cum există sau nu discipline opționale și facultative.

V. EXAMENUL DE FINALIZARE STUDII (LICENȚĂ / DIPLOMĂ / DISERTAȚIE) **FINAL EXAM (BACHELOR'S DEGREE / DIPLOMA / DISSERTATION)**

- 1) Comunicarea temei lucrării de disertație: semestrul II;
- 2) Elaborarea lucrării de disertație: 2x 28ore =56 ore, semestrul IV
- 3) Susținerea lucrării de disertație: iulie, septembrie

- 1) Communication of the dissertation topic: semester II;
- 2) Elaboration of the dissertation: 2x 28 hours = 56 hours, semester IV
- 3) Defense of the dissertation: July, September

VI. UN PUNCT DE CREDIT NECESITĂ UN TOTAL DE 25 ORE/SEMESTRU DE-ACTIVITATE DIDACTICĂ ȘI INDIVIDUALĂ **ONE CREDIT POINT REQUIRES A TOTAL OF 25 HOURS/SEMSTER OF DIDACTIC AND INDIVIDUAL ACTIVITY**

Notă: se alege o valoare în intervalul 25 – 30 ore / semestru.

Încărcarea săptămânală trebuie să fie de 40 ore/ săptămână.

*Rezultă: 40 ore/săptămână (8 ore/zi * 5 zile/ săptămână) * 19 săptămâni /semestru : 30 credite/semestru => 25,33 ore/credit.*

VII.DISTRIBUIREA CREDITELOR PE COMPETENȚE
DISTRIBUTION OF CREDITS BY COMPETENCES

Nr. crt.	Disciplina **	Sem.	Număr credite	Competențe profesionale					Competențe transversale		
				C1	C2	C3	C4	C5	CT1	CT2	CT3
1.	Organizational Management	I	6	x	x			x	x		
2.	Innovation & Entrepreneurship	I	6			x	x	x	x		
3.	E-Business	I	6	x	x		x	x		x	
4.	Marketing Management	I	6	x		x			x		
5.	Corporate Finance	I	6	x	x		x	x			
6.	Strategic Management	II	6			x	x	x			
7.	Financial Diagnosis and Evaluation	II	6	x	x		x	x			
8.	Market research and Marketing Strategy	II	6	x	x	x		x	x		
9.	Modeling and Data Analysis	II	6		x				x		
10.	Brand Management	II	6		x		x	x			
11.	Ethics and integrity in scientific research	II	6				x			x	
12.	Scientific Research	III	6	x	x	x	x	x	x		x
13.	Management of human resources: strategies and policies	III	6	x		x	x		x		
14.	Customer Relationship Management	III	6	x		x		x			x
15.	Information Systems for Advanced Management	III	6	x	x		x				
16.	Project Management	III	6	x			x		x		
17.	Organizational Change Management	III	6		x	x	x	x			
18.	Sustainable management. Organizational policies.	III	6	x			x	x	x		x
19.	Supply Chain Management	IV	5		x		x	x			x
20.	Practical stage	IV	5	x	x	x	x	x	x	x	x
21.	Elaboration of dissertation	IV	10		x		x		x	x	
22.	Business Ethics and Social Responsibility	IV	5	x		x		x		x	
23.	Cross cultural management	IV	5	x		x		x		x	
24.	Risk Management	IV	5	x	x	x					
25.	Sales Management	IV	5			x			x		x
26.	Agile Mangement	IV	5		x		x		x		x
27.	Volunteering I	II	2						x	x	x
28.	Communication in a foreign language I	II	5						x	x	
29.	Volunteering II	III	5						x	x	x
30.	Communication in a foreign language II	III	2						x	x	
31.	Volunteering III	IV	5						x	x	x
32.	Communication in a foreign language III	IV	5						x	x	

Notă: Aplicația UniWeb permite introducerea a maximum 20 de competențe generale / profesionale și 10 competențe transversale. În funcție de nr. de competențe ales, se va completa distribuirea creditelor doar pe acel nr de competențe.

** Se vor trece toate disciplinele din Planul de învățământ.

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Aprobat prin HS

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