SYLLABUS

1. Information regarding the program

1.1 Higher education institution	**University of Oradea**
1.2 Faculty	**Faculty of Economic Sciences**
1.3 Department	**Department of Economics and Business**
1.4 Field of study	**Business Administration**
1.5 Cycle of study	**Cycle I – Bachelor**
1.6 Program of study /Degree	**BUSINESS ADMINISTRATION**

2. Information regarding the discipline

2.1 Name of discipline		FSTE-0846 Practice					
2.2 Course titleholder		Associate Prof. PhD Adrian Gheorghe FLOREA					
2.3 Seminar titleholder		Associate Prof. PhD Adrian Gheorghe FLOREA					
2.4 Year of study	II	2.5 Semester	IV	2.6 Type of assessment	Cv	2.7 Type of discipline	I

(I) Compulsory; (O) Elective; (F) Facultative

3. Estimated total time (hours/semester of activities)

3.1 Number of hours/week		out of which: 3.2 course		3.3 practice	
3.4 Total of hours in the Curriculum	75	out of which: 3.5 course	-	3.6 practice	
Distribution of hours:					**75**
Studying the workbook, course book, bibliography and notes					
Supplementary documentation in the library, on electronic specialty sites and in the field					
Preparing seminars/laboratories, themes, projects, portfolios and essays					
Tutorship					
Assessment activities					
Other activities.....					

3.7 Total hours of individual study	**75**
3.9 Total hours/semester	**75**
3.10 Number of credits	**3**

4. Pre-requisites (if applicable)

4.1 Curriculum	n.a.
4.2 Skills	n.a.

5. Conditions (if applicable)

5.1. concerning the course activities	Access to educational platform https://e.uoradea.ro
5.2. concerning the seminar/laboratory activities	Access to educational platform https://e.uoradea.ro

6.1. Specific skills acquired	
Professional skills	C3.5 Elaborating of a study regarding the operation and administration of a department of the firm/organization C4.5 Elaborating a research project and developing a strategic vision based on the analysis of specific databases associated to the business administration, entrepreneurship/tourism and hospitality C5.5 Implementation of projects that will improve management and work performances in business administration and entrepreneurship C6.5 Implementation of projects that will improve management, marketing and work performances in business administration and/or tourism and hospitality

Transversal Skills	CT1. Achieving independently or with the group the complex tasks / objectives in developing and implementing international projects under time pressure, in conditions of uncertainty, risk and multiculturalism, and enforcement of norms and professional ethics and values for decision CT2. Planning and organizing human resources within a group / an organization in terms of acceptance of diversity of opinion and culture, and of critical attitudes; their critically-constructive evaluation. CT3. Assuming the need for continuous training to create prerequisites for career progression and adaptation of one's own professional, managerial and communicational skills to the dynamics of the national and international business environment.

6.2. Learning outcomes

Knowledge	The Student/Graduate identifies and analyzes the theories, concepts, and tools necessary for managerial processes in correlation with the organizational environment. The Student/Graduate operates with theoretical constructs and recognizes the relevance of the management system and its subsystems. The Student/Graduate identifies, differentiates, and appropriately uses the concepts and methods required in the decision-making process within organizations.
Competences	The Student/Graduate analyzes and interprets organizational phenomena, situations, and processes from the perspective of managerial functions. The Student/Graduate applies management systems, methods, and techniques to solve complex economic and managerial problems in organizational practice. The Student/Graduate provides a scientific foundation for managerial decisions.
Responsibility and autonomy	The Student/Graduate demonstrates a proactive and responsible attitude in exercising managerial functions and in assuming the responsibilities specific to the managerial position at various hierarchical levels within organizations. The Student/Graduate acts consistently in the process of adopting scientifically grounded managerial decisions. The Student/Graduate consistently and autonomously uses concepts in the elaboration of analytical and diagnostic works regarding the functioning of the organization. The Student/Graduate acts consistently in the elaboration of studies/papers regarding the functioning of the management system and its subsystems.

6.3. Objectives of discipline (resulting from the grid of specific skills acquired)

6.3.1. General objective of discipline	• Knowledge of the specific conditions of activities in regional businesses • Applying concepts and theories of business administration
6.3.2. Specific objectives	• Know how to evaluate the potential of a firm to propose a development project • Conduct a market research to identify potential development of a firm in a region • Developing and designing creative potential in a product strategies

7. Contents

7.1 Course (C)	**Teaching methods**	**Observations**
Presenting the content of the practice file: Collaboration accord between faculty and a firm/organization, Convention of Practice and the content of the presentation. Content of the Practice Project presentation is the following: 1.Presentation of the company or unit of practice: Analysis company specific activity, legal status, size, features and quality analysis of product or service. Analysis of the internal environment and the external environment most important influences on the results of the company facilities. 2. Analysis of the company's market position. Presentation of the company organizational structure and management system used. Organizing and management positions. Characterization of human resources - number of employees, professional structure, preparedness, management functions, execution. 3. Key performance indicators of the company (turnover, profit, number of employees, productivity, profitability rate, etc.) in the past three years. Indicators calculated at the firm level. Specific ways of organizing activities related to quality assurance. 4. An overview of the company's specialty. Supply unit (detailing products and services). 5. 1 Describing execution of a project with local/regional/national impact if is in process. The wording of the proposal. Background project basis. Identify needs, analyzing possible problems, defining the scope, competition analysis, market and resources, analyzing resources, the realization of the project plan. GANTT programming. Managerial organization.		

5.2 Getting funding (identifying sources). Description of project activities.
5.3 Monitoring carrying out project activities.
5.4 The assessment objectives.
5.5. Conclusions and recommendations on projects arising from documentation and implementation.
6. Personal observations about firm activity and its perspectives on the business market.

Annexes

8. Corroboration of the contents of the discipline with the expectations of the epistemic community, professional associations and employers representing the field of study of the program

Emphasis on market analysis, the knowledge and understanding of the most common methods used in business practice
Conduct training and implementing practical actions

9. The use of generative artificial intelligence tools

The use of generative AI tools is not permitted.

10. Assessment

Type of activity	10.1 Assessment criteria	10.2 Assessment methods	10.3 Percentage of the final grade
10.4 Course (C)			
10.5 Seminar (S)			
10.6 Laboratory (L)			
10.7 Project (P)	Colloquium evaluation of the work involves supporting oral practice. Minimum conditions for 5: internship practice and achieving fully complying with the minimal work. Conditions for grade 10: performing complete internship and perform the work to the highest standards.	Project	50%
10.8 Practical works (P)	Supporting practical work and answer the questions posed by the evaluation committee.	Oral presentation	50%

10.9 Minimum performance standard

- Knowledge and understanding of the essential practice firm activities
- Create a report with essentials interactive presentation topics

Date
23.09.2026

Course titleholder:
Associate Professor,
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Date of approval in the Department:

24.09.2026

Director of Department,
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28.09.2026

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