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 Management and Marketing**
1.4 Field of study	**Business Administration**
1.5 Cycle of study	**Cycle I - Bachelor**
1.6 Program of study /Degree	**Business Administration / Bachelor Degree**

2. Information regarding the discipline

2.1 Name of discipline		MANAGEMENT					
2.2 Course titleholder		Associate Professor Mirela BUCUREAN, PHD					
2.3 Seminar titleholder		Associate Professor Mirela BUCUREAN, PHD					
2.4 Year of study	I	2.5 Semester	II	2.6 Type of assessment	Ex.	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	3	out of which: 3.2 course	2	3.3 seminar	1
3.4 Total of hours in the Curriculum	42	out of which: 3.5 course	28	3.6 seminar	14
Distribution of hours:					
Studying the workbook, course book, bibliography and notes					22 ore
Supplementary documentation in the library, on electronic specialty sites and in the field					15 ore
Preparing seminars/laboratories, themes, projects, portfolios and essays					18 ore
Tutorship					24 ore
Assessment activities					4 ore
Other activities.....					- ore

3.7 Total hours of individual study	**83**
3.9 Total hours/semester	**125**
3.10 Number of credits	5

4. Pre-requisites (if applicable)

4.1 Curriculum	.....
4.2 Skills	.....

5. Conditions (if applicable)

5.1. concerning the course activities	
5.2. concerning the seminar/laboratory activities	

6. Specific skills acquired	
Professional skills	C1. Collection, processing and analysis of the information regardin the interaction between business environment firm
Transversal Skills	
ESCO Skills/Competencies	▪ Develops organizational policies. ▪ Monitors company policy. ▪ Provides advice on economic development. ▪ Applies scientific methods. ▪ Analyzes economic trends.

6. 2. Expected learning outcomes	
Knowledge	. ▪ The student/graduate identifies the object of study of management science, based on advanced knowledge related to management processes, managerial functions, company functions as well as the managerial tools used within organizations, in order to adopt optimal decisions at any level. ▪ The student/graduate accumulates advanced knowledge related to the organization's management system and its constituent elements (decisional, informational, organizational, methodological and human resources subsystems).
Skills	▪ The student/graduate develops skills for the appropriate use of concepts, theories, methods and tools of an informational, decision-making and organizational nature within organizations. ▪ The student/graduate develops skills regarding the use of management systems, methods and techniques for solving complex economic-managerial problems within organizations.
Responsibility and autonomy	▪ The student/graduate demonstrates the ability to apply management functions both at the level of the organization's functions and as a whole and to assume the responsibilities specific to the position of manager at different hierarchical levels within organizations, in order to initiate, implement and monitor organizational strategies and policies. ▪ The student/graduate demonstrates the ability to analyze and synthesize, manifested by interpreting and integrating the knowledge accumulated in the managerial field, in order to adopt optimal decisions within the organization.

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

6.3.1 General objective of discipline	▪ proper usage of concepts, categories, discipline-specific concepts; ▪ the development of intellectual skills: independent study, conducting scientific research ▪ understanding of discipline-specific knowledge ▪ understanding the transfer opportunity between the theoretic field to the pragmatic one
6.3.2 Specific objectives	▪ knowing and understanding the management functions ▪ knowing and understanding of the links between the

	following subsystems: organizational, informational, decisional and methodological management system ▪ knowing and understanding of modern management methods ▪ explanation and interpretation of the management behavior ▪ continuous assessment of practical activities - decisions problems

7. Contents

7.1 Course (C)	**Teaching methods**	**Observations**
7.1.1. Management: an overview	PowerPoint Presentation Debate	
7.1.2. Managing and Managers – roles, levels, skills	PowerPoint Presentation Debate	
7.1.3. The Evolution of Management Thought	PowerPoint Presentation Debate	
7.1.4. Values, Attitudes, Emotions, and Culture: The Manager as a Person	PowerPoint Presentation Debate	
7.1.5.Decision Making, Learning, Creativity, and Entrepreneurship	PowerPoint Presentation Debate	
7.1.6.Learning, Creativity and Entrepreneurship	PowerPoint Presentation Debate	
7.1.7.The Manager as a Planner and Strategist	PowerPoint Presentation Debate	
7.1.8.Managing Organizational Structure and Culture	PowerPoint Presentation Debate	
7.1.9. Leadership	PowerPoint Presentation Debate	
7.1.10.Transformational and Transactional Leadership Motivation and Performance	PowerPoint Presentation Debate	
7.1.11.Organizational Control and Change	PowerPoint Presentation Debate	
7.1.12.Human Resource Management	PowerPoint Presentation Debate	
7.1.13.Communication	PowerPoint Presentation Debate	
7.1.14.Management: final review	PowerPoint Presentation Debate	

Bibliography

1. Boddy D., *Management – an Introduction,* Editura Pearson, 2016
2. Angelo Kinicki, Brian K. Williams, Management: A Practical Introduction , Editura IRWIN/MCGRAW HILL, 2010;
3. Morgen Witzel, Management: The Basics, Editura Hardback, 2004;
4. Tim Hannagan, Management: Concepts & Practices , 2007.

7.2 Seminar (S)	**Teaching methods**	**Observations**
7.2.1. Management: an overview	Applications, assessment throw quiz exercises	
7.2.2.Decision Making, Learning, Creativity, and	Decision problems, applications, assessment	

Entrepreneurship	throw quiz exercises	
7.2.3.The Manager as a Planner and Strategist	Applications, assessment throw quiz exercises	
7.2.4.Managing Organizational Structure and Culture	Applications, assessment throw quiz exercises	
7.2.5.Managers and Managing - Leading		
7.2.6.Organizational Control and Change	Applications, assessment throw quiz exercises	
7.2.7.Management: final review	Applications, assessment throw quiz exercises	
7.3 Laboratory (L)		
7.4 Project (P)		
7.5 Practical works (P)		

Bibliography

1. Angelo Kinicki, Brian K. Williams, Management: A Practical Introduction , Editura IRWIN/MCGRAW HILL, 2017;
2. Morgen Witzel, Management: The Basics , Editura Hardback, 2004;
3. Tim Hannagan, Management: Concepts & Practices, Editura Paperbac, 2007.

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

- The analysis of how environmental factors influence the organization
- The study of the organizational behaviour and the environment
- Analysis of the main economic changes in the environment of Romanian firms

9. Use of generative AI-based tools

For the assessment activities in the following section, the use of generative AI (GenAI) is permitted for tasks such as generating ideas, slogans, or images, rewriting text, editing, reviewing, etc. Commonly used tools of this type include—but are not limited to—ChatGPT, Google Gemini, and Copilot for text generation, and MidJourney for image generation.
Each student is required to disclose the tool used, the specific manner of its use, and the section where it was applied. This disclosure must be made via a statement drafted separately for each assignment, following the template provided in Annex 2 of the Regulation on the Use of Generative Artificial Intelligence in Teaching and Research Activities at the Faculty of Economic Sciences, University of Oradea. The statement must be included at the beginning of the work submitted for the respective assignment.

10. Assessment

Type of activity	10.1 Assessment criteria	10.2 Assessment methods	10.3 Percentage of the final grade
10.4 Course (C)	Full knowledge and understanding of the subject content Correctly solving the test items	Summative assessment: Quiz test	70 %
10.5 Seminar (S)	Writing an essay The activity during the seminar	Continuous assessment: Presenting an essay	30 %
10.6 Laboratory (L)			
10.7 Project (P)			
10.8 Practical works (P)			

10.9 Minimum performance standard
▪ Knowledge and understanding of course content to the essential ideas ▪ Obtain at least 5 points (of 10) for the seminar work ▪ Obtain at least 5 points (of 10) for exam answers - written test ▪ Obtain at least 5 points (of 10) as the final note

Date	**Course titleholder:**	**Seminar titleholder:**
18.09.2026	Associate Professor Mirela BUCUREAN, PhD E-mail address: mbucurean@gmail.com	Associate Professor Mirela BUCUREAN, PhD E-mail address: mbucurean@gmail.com

Director of Department,

Professor Maria-Madela ABRUDAN, PhD

Date of approval in the Department:

25.09.2026

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Dean,

Prof.univ.dr.habil. Diana SABĂU-POPA

Date of approval in The Council of the Faculty of Economic Sciences:

28.09.2026

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