PLAN DE ÎNVĂȚĂMÂNT

valabil începând cu anul universitar 2026-2027

UNIVERSITATEA DIN ORADEA

FACULTATEA DE ŞTIINŢE ECONOMICE
Programul de studii universitare de masterat: **MANAGEMENT APROFUNDAT / ADVANCED MANAGEMENT (ÎN LIMBA ENGLEZĂ)**
Domeniul fundamental: **ŞTIINŢE SOCIALE**
Domeniul de masterat: **MANAGEMENT**
Domeniul secundar de masterat: **MANAGEMENT**
Tipul masteratului: **Professional**
Durata studiilor / nr. de credite: **4 semestre/120 credite**
Forma de învăţământ: **Învăţământ cu frecvenţă (IF)**

APROBAT ÎN ŞEDINȚA DE SENAT
DIN DATA DE
29. APR. 2026
Președinte:
Conf.univ.dr. Vasile-Aurel CĂUȘ

1. MISIUNEA PROGRAMULUI DE STUDIU / SPECIALIZĂRII MANAGEMENT APROFUNDAT / ADVANCED MANAGEMENT (ÎN LIMBA ENGLEZĂ)

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 us eof 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 STUDIU / SPECIALIZĂRII MANAGEMENT APROFUNDAT / ADVANCED MANAGEMENT (ÎN LIMBA ENGLEZĂ)

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. COMPETENŢE CARE SE VOR DOBÂNDI DE ABSOLVENŢI LA FINALIZAREA STUDIILOR

4. REZULTATE ASTEPTATE ALE INVĂŢĂRII

Nr. crt.	Cunoştinţe/Knowledge	Aptitudini/Skills	Responsabilitate şi 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 principles, and social responsibility into management practice	Uses ICT and data analysis tools to support evidence-based decisions and identify automatable processes	Uses digital tools (including AI) responsibly and 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. FINALITĂŢI

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.

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PLAN DE ÎNVĂŢĂMÂNT**
Anul de studiu I

Cod	Discipline*	Tip	Sem. I [ore / săptămână]				Total ore / sem.	Felul verif.	Cre-dite	SI [ore / sem.]	Condi-ţionări
			C	S	L	P					
	OBLIGATORII										
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	Discipline*	Tip	Sem. II [ore / săptămână]				Total ore / sem.	Felul verif.	Cre-dite	SI [ore / sem.]	Condi-ţionări
			C	S	L	P					
	OBLIGATORII										
FSTE-0948	Strategic Management	DS	1	1	-	-	28	Ex	5	97	
FSTE-0934	Financial Diagnosis and Evaluation	DS	1	-	-	1	28	Cv	5	97	
FSTE-0935	Market research and Marketing Strategy	DS	1	1	-	-	28	Ex	5	97	
FSTE-0936	Modeling and Data Analysis	DS	1	-	1	-	28	Cv	5	97	
FSTE-0943	Brand Management	DS	1	1	-	-	28	Ex	5	97	
FSTE-0999	Ethics and integrity in scientific research	DC	1	1	-	-	28	Cv	5	97	
	TOTAL		**6**	**4**	**1**	**1**	**168**		**30**	**582**	
	FACULTATIVE										
FSTE-1172	Volunteering I	DC	-	-	-	2	28	Vp	2	22	
FSTE-1168	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;
DC - Disciplină complementară;DS - Disciplină de specializare;
Felul verificării/forma de verificare: Ex. - examen; Cv. - colocviu; Vp. - verificare pe parcurs; Pr. - proiect; A/R- Admis/Respins; Credite -număr credite ECTS; SI - Studiu individual.

Director departament,
Prof.univ.dr.habil. ABRUDAN Maria-Madela

RECTOR,
Prof.univ.dr.ing.habil. BUNGĂU Constantin

MINISTERUL EDUCAŢIEI ŞI CERCETĂRII
UNIVERSITATEA DIN ORADEA
RECTORAT

DECAN,
Prof.univ.dr.habil. SABĂU-POPA Claudia-Diana

Universitatea din Oradea * România *
DECANAT
Facultatea de Ştiinţe Economice

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Anul de studiu II

Cod	Discipline*	Tip	Sem. III [ore / săptămână]				Total ore / sem.	Felul verif.	Cre-dite	SI [ore / sem.]	Condi-ţionări
			C	S	L	P					
	OBLIGATORII										
FSTE-0983	Scientific Research	DC	1	-	-	1	28	Cv	5	97	
FSTE-0938	Management of human resources: strategies and policies	DS	1	1	-	-	28	Ex	5	97	
FSTE-0949	Customer Relationship Management	DS	1	1	-	-	28	Cv	5	97	
FSTE-0939	Information Systems for Advanced Management	DS	1	-	1	-	28	Cv	5	97	
FSTE-0981	Project Management	DS	1	1	-	-	28	Ex	5	97	
	TOTAL		**5**	**3**	**1**	**1**	**140**		**25**	**485**	
	OPŢIONALE										
FSTE-0942	Organizational Change Management	DS	1	1	-	-	28	Ex	5	97	
FSTE-1134	Sustainable management. Organizational policies	DS	1	1	-	-	28	Ex	5	97	
	TOTAL		**1**	**1**	**-**	**-**	**28**		**5**	**97**	
	FACULTATIVE										
FSTE-1173	Volunteering II	DC	-	-	-	2	28	Vp	2	22	
FSTE-1169	Communication in a foreign language II	DC	2	1	-	-	42	Cv	5	83	

Cod	Discipline*	Tip	Sem. IV [ore / săptămână]				Total ore / sem.	Felul verif.	Cre-dite	SI [ore / sem.]	Condi-ţionări
			C	S	L	P					
	OBLIGATORII										
FSTE-0941	Supply Chain Management	DS	2	1	-	-	42	Ex	5	83	
FSTE-0982	Practical stage	DS	-	-	-	-	84	Cv	5	41	
FSTE-1176	Elaboration of Dissertation	DS	-	-	-	4	56	Cv	10	194	
	TOTAL		**2**	**1**	**-**	**4**	**182**		**20**	**318**	
	OPŢIONALE										
	PACHET 1										
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 2										
FSTE-0950	Risk Management	DS	2	1	-	-	42	Ex	5	83	
FSTE-0940	Sales Management	DS	2	1	-	-	42	Ex	5	83	
FSTE-1177	Agile Mangement	DS	2	1	-	-	42	Ex	5	83	
	TOTAL		**3**	**2**	**-**	**-**	**70**		**10**	**180**	
	FACULTATIVE										
FSTE-1174	Volunteering III	DC						Vp		0	
FSTE-1170	Communication in a foreign language III	DC	2	1	-	-	42	Cv	5	83	

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I. CERINŢE PENTRU OBŢINEREA DIPLOMEI DE MASTER

Număr credite alocate, conform legislaţiei: 120

1. 105 credite pentru disciplinele obligatorii ;
2. 15 credite pentru disciplinele opţionale;
3. 5 credite la practică incluse în numărul celor alocate disciplinelor obligatorii si opţionale de la pct.1 şi pct.2;
4. 10 credite pentru elaborarea disertaţiei (incluse în numărul celor alocate disciplinelor obligatorii de la pct.1) - stabilite conform standardelor ARACIS;
5. 10 credite alocate examenului de disertatie, constând în prezentarea si susţinerea disertatiei.

II. STRUCTURA ANULUI UNIVERSITAR (în număr de săptămâni)

Anul	Activităţi didactice		Sesiuni de examene					Practică*	Vacanţă		
	sem. I	sem. II	Iarnă	Restanţe Iarnă	Vară	Restanţe Vară	Restanţe Toamnă		Iarnă	Primăvară	Vară
Anul I	14	14	3	1	3	1	2	-	3	1	10
Anul II	14	14	3	1	3	1	2	3	2	1	10

III. PONDEREA DISCIPLINELOR PE CATEGORII ŞI TIPURI DE DISCIPLINE
Numărul orelor la disciplinele obligatorii (impuse şi opţionale): 756

ANUL	SEMESTRUL I	SEMESTRUL II
Anul I	12	12
Anul II	12	12

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.	Opţionale (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 (DS)/Specialization	308	392	700	92,59	-
3.	Complementare (DC)/Complementary	28	28	56	7,41	-
TOTAL		336	420	756		

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

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IV. FLEXIBILITATEA PROCESULUI EDUCAŢIONAL

FLEXIBILITY OF THE EDUCATIONAL PROCESS

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

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.

V. EXAMENUL DE FINALIZARE STUDII (DISERTAŢIE)

1. Comunicarea temei disertaţiei: semestrul II;
2. Elaborarea disertaţiei: 2x 28 ore =56 ore, semestrul IV;
3. Susţinerea disertaţiei: iulie, septembrie /July, September .

VI. UN PUNCT DE CREDIT NECESITĂ UN TOTAL DE 25 ORE/SEMESTRU DE ACTIVITATE DIDACTICĂ ŞI INDIVIDUALĂ

VII. DISTRIBUIREA CREDITELOR PE COMPETENŢE

Nr. crt.	Disciplina **	Sem.	Număr credite	Competenţe profesionale					Competenţe transversale		
				C1	C2	C3	C4	C5	CT1	CT2	CT3
1.	Organizational Management	I	6	2	1			2	1		
2.	Innovation & Entrepreneurship	I	6			2	2	1	1		
3.	E-Business	I	6	1	2		1	1		1	
4.	Marketing Management	I	6	2		2			2		
5.	Corporate Finance	I	6	2	1		2	1			
6.	Strategic Management	II	5			1	2	2			
7.	Financial Diagnosis and Evaluation	II	5	2	1		1	1			
8.	Market research and Marketing Strategy	II	5	1	1	1		1	1		
9.	Modeling and Data Analysis	II	5		3				2		
10.	Brand Management	II	5		2		2	1			
11.	Ethics and integrity in scientific research	II	5				3			2	
12.	Volunteering I	II	2						0,5	1	0,5
13.	Communication in a foreign language I	II	5						2	3	
14.	Scientific Research	III	5	1	1	1	1	0,3	0,3		0,4
15.	Management of human resources: strategies and policies	III	5	1		1	2		1		
16.	Customer Relationship Management	III	5	1		2		1			1
17.	Information Systems for Advanced Management	III	5	1	2		2				
18.	Project Management	III	5	2			2		1		
19.	Organizational Change Management	III	5		1	2	1	1			
20.	Sustainable management. Organizational policies	III	5	1			1	1	1		1
21.	Volunteering II	III	2						0,5	1	0,5
22.	Communication in a foreign language II	III	5						2	3	
23.	Supply Chain Management	IV	5		2		1	1			1
24.	Practical stage	IV	5	1	0,5	1	0,5	0,5	0,5	0,5	0,5
25.	Elaboration of Dissertation	IV	10		3		3		2	2	
26.	Business Ethics and Social Responsibility	IV	5	1		2		1		1	
27.	Cross cultural management	IV	5	1		1		2		1	
28.	Risk Management	IV	5	2	2	1					
29.	Sales Management	IV	5			2			1		2
30.	Agile Mangement	IV	5		1		2		1		1
31.	Volunteering III	IV							0,5	0,5	1
32.	Communication in a foreign language III	IV	5						2	3	

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ROMÂNIA * MINISTERUL EDUCAŢIEI ŞI CERCETĂRII * UNIVERSITATEA DIN ORADEA * RECTORAT

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