



Themes and references to competition
POSITION 36 – Associate Professor

Disciplines: Management

Contest thematic:

- 1. Theoretical foundations of management** – approaches to the concept on managements; the functions of management; the organization and its environment; management processes and relations; management schools; the relationship between management and leadership; the relationship between management and entrepreneurship; typology of managers and management styles (theoretical and methodological elements and case studies).
- 2. The organizational system** - structural organization: components and specific documents, organizational structure, types of organizational structures; process organization - content the functions of the organization; components and specific documents; informal organization - specific components and documents; team management; the organizational system and the principles of corporate governance (theoretical and methodological elements and case studies).
- 3. The information system** - the concept of information system; information system components; general and specific deficiencies of information systems; the concept of IT system; typology of IT systems (theoretical and methodological elements and case studies).
- 4. The decisional system** - the management decision and its primary factors; the typology of management decisions; decision-making methods in conditions of certainty; decision-making methods under uncertainty; decision-making methods under risk; IT solutions for decision-making (theoretical and methodological elements and case studies).
- 5. The management methods techniques system** - diagnostic analysis; management by projects; management by budgets; management by exceptions; management by objectives; scoreboard; delegation; meeting; methods to stimulate creativity (theoretical and methodological elements and case studies).
- 6. Human resources management** - definition and basic concepts; job analysis and design; human resources recruitment and selection; motivating staff: concept and motivational theories; performance evaluation of human resources; human resources management in the context of labor law (theoretical and methodological elements and case studies).
- 7. Organizational culture** - the concept of organizational culture: definition and components; development of organizational culture: training, maintenance methods; changing organizational culture; Geert Hofstede model (theoretical and methodological elements and case studies).
- 8. Strategic management of the organization** – the concepts of strategic management and strategy; the components of organizational strategy; strategic options of the organization; competitive advantage (theoretical and methodological elements and case studies).
- 9. Quality management** – product quality and process quality; quality as a management tool; modern trends in quality management: Process standardization; ISO (theoretical and methodological elements and case studies).
- 10. Sales and procurement management** – procurement management: procurement planning and the procurement plan, assessment and selection of suppliers; logistics management: transport, packaging and storage; sales management: sales strategy, sales planning and sales organization (theoretical and methodological elements and case studies).

Bibliography:

1. Burduș E., Popa I. (2013) *Fundamentele managementului organizației*, Editura Pro Universitaria, ISBN 978-606-647-770-3.
2. Deac V. (coord.), Deaconu A., Frăsineanu C. ș.a. (2014) *Management, Ediția a II-a*, Editura ASE, ISBN 978-606-505-761-6.
3. Burduș E., Popa I. (2014) *Metodologii manageriale*, Editura Pro Universitaria, ISBN 978-606-647-931-8.
4. Radu I. (coord.), Ursăcescu M. ș.a. (2005) *Informatică și management*, Editura Universitară, ISBN 973-778-75-95.
5. International Organization for Standardization (2015) *Quality Management Principles*.
6. Organisation for Economic Co-operation and Development – *Corporate Governance Principles*.
7. <https://geert-hofstede.com> (modelul Geert Hofstede).
8. *Law 31/1990, Law on trading companies updated*.
9. *Law nr. 53/2003, Labor Law republished*.