



**Topics and bibliography of the competition for the
position of Professor, position 24**

Disciplines:

- **Managerial methodologies**
- **Fundamentals of organization's management**
- **Strategic management**
- **Management of health organizations**
- **Research projects**

Topics:

- Methodology of organizational change: stages of the change process.
- Organizational diagnosis: definition and typology of diagnostic analysis; stages of developing a diagnostic analysis; methods of collecting and analyzing information.
- Development of the organization's strategy: the need to change the strategy; the stages of the strategy development; methods and techniques specific to the development of the strategy.
- Application of management systems, methods and techniques: the concept of management system, method and technique; management by objectives; management by exceptions; project management; product management; management by budgets; the dashboard; delegation; the meeting; decision-making methods.
- Redesigning the organizational structure: stages of improvement of the organizational structure; stages of designing an organizational structure.
- Improving decision-making processes: triggering changes in the decision-making system; stages of the methodology for improving decision-making processes; methods of decision-making.
- Improving of the information system: triggering changes in the information system; the stages of improvement of the information system; the design stages of the information system; methods of (re)designing the information system.
- Basic management concepts: the triple meaning of management, management as art and science, management retrospective, management process, management functions, the study object of organization's management.
- Managers: definition, managers' qualities, knowledges and skills, typology, roles, assessment, development and promotion of managers, efficiency of managers' work, means to increase the effectiveness of managers' work.
- Organization's functions: definition and components of the processual organization; the content, interdependence and dynamics of the organization's functions.



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- Organizational structure: definition, components, typology and means of representing the organizational structure; informal organizational structure.
- The decision-making process: definition, typology and decisions' rationality requirements; the structure of the decision-making process.
- Information system: definition, components and functions of the information system; information's rationality requirements; major deficiencies of the information system.
- Origin and evolution of the strategy concept.
- Strategy's characteristics and determinants.
- Strategy's components.
- The typology of strategies. Knowledge-based strategies.
- Strategic management. Content, traits, importance.
- Dimensions of strategic management.
- Strategic planning tools.
- Presentation of the strategic management model. Content and characteristics of the strategic management model. Advantages and limits of the strategic management model.
- Substantiation of the strategic management model.
- Development of the strategic management model.
- Implementation of the strategic management model.
- Managers, leadership and leadership in the health sector.
- Organizational system of health organizations.
- Health organization-specific management systems, methods and techniques.
- Motivation of staff.
- Organizational culture.
- Introduction to management research.
- Stages of the research process.
- Identifying the research topic and research problem.
- Critical reviewing the literature. Documentation sources. Using references.
- Formulating the aim, research questions and hypotheses.
- Designing the methodological framework.
- Data collection and data analysis. Interpretation and reporting research results.
- Drafting the research proposal. Project structure, introduction and conclusions. Text editing.



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- Burduș, E., & Popa I. (2016) *Reproiectarea managementului organizației*. Bucharest: Pro Universitaria.
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- Burduș, E., & Popa, I. (2018) *Metodologii manageriale* (2nd ed.). Bucharest: Pro Univesitaria.
- Creswell, J.W., (2012). *Educational Research. Planning, Conducting, and Evaluating Quantitative and Qualitative Research* (4th ed.), Boston: Pearson Education.
- Dinu, V., (2019). *Ghid de bune practici privind elaborarea lucrărilor de finalizare a studiilor de licență și masterat*, Bucharest: ASE Publishing House.
- Popa, I. (2004) *Ghid de realizare a strategiei*, Bucharest: ASE Publishing House.
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- Saunders, M.N., Lewis, P., & Thornhill, A., (2016). *Research Methods for Business Students* (7th ed.), Harlow: Pearson Education.
- Verboncu, I., Popa, I., Ștefan, S.C. (2020) *Diagnosticarea organizației*, Bucharest: Pro Universitaria.

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