



Topics and bibliography
Position 31 - Associate Professor

Disciplines:

- Organizational culture and development
- Human resource management
- Strategic human resource management
- Economic projects

Topics:

1. The concept of organizational culture. The relationship between organizational culture and organizational climate. Characteristics and roles of organizational culture.
2. Components of organizational culture. Factors of influence.
3. Organizational culture diagnostic tools: Organizational Culture Inventory (OCI), Organizational Culture Assessment Instrument (OCAI).
4. The role of leadership in creating a strong organizational culture.
5. Strategic human resource management – conceptual approaches, trends and challenges. Models in Strategic Human Resource Management.
6. Human resource planning: conceptual approaches, stages in human resource planning, methods used in human resource planning.
7. Analysis, design and job evaluation.
8. Trends in the recruitment and selection of human resources. Stages in employee selection. The selection interview. The role of assessment centres in the employee selection process.
9. Onboarding human resources and its role in increasing employee engagement.
10. Human resources performance evaluation: evaluation objectives, stages in the evaluation process, performance evaluation methods, the evaluation interview, errors that occur in the performance evaluation process.
11. Career management: conceptual approaches, stages in the career management process, career orientations (Holland theory, Schein theory).
12. Reward management: conceptual approaches, internal and external factors influencing reward, reward system principles, payroll systems.
13. Good practices in human resource management: building a strong employer brand, creating a positive employee experience, employee loyalty programs, using indicators in human resources decision making.
14. Challenges and trends in the implementation of an economic project.

Bibliography

- Schein, E. (2010). Organizational culture and leadership, Ediția a 4-a, Jossey-Bass A Wiley Imprint, USA.
- Cameron, K.S., Quinn, R. (2011). Diagnosing and changing organizational culture, Ediția a 3-a, Jossey-Bass A Wiley Imprint, USA.
- Năstase, M. (2004). Cultura organizațională și managerială, Editura ASE, 2004.
- Cooke, R., Szumal, J. (1993). Measuring normative beliefs and shared behavioral expectations in organizations: The reliability and validity of the organizational culture inventory, Psychological Reports, 72, 1299 – 1330.
- Lefter, V., Deaconu, A., Pascari, L. (2017). Managementul resurselor umane, Editura Economică, București.



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Manolescu, A., Lefter, V., Deaconu, A. (2007). Managementul resurselor umane, Editura Economică, București.

Dessler, G. (2020). Human resource management, ediția a 16-a, Editura Pearson, USA.

Deaconu, A., Igreț, R.S. (2019). Provocări pentru managementul resurselor umane în organizațiile moderne, Editura ASE, București.

Burduș, E., Verboncu, I., Popa, I., Dobrin, C. (2016). Proiect economic. Model simplificat de elaborare a strategiei unei întreprinderi, Editura Pro Universitaria, București.

