

**CURRICULUM - 1<sup>st</sup> YEAR  
2023-2024**

|                     |                                                                                             |                |                                                         |
|---------------------|---------------------------------------------------------------------------------------------|----------------|---------------------------------------------------------|
| UNIVERSITY          | „GEORGE EMIL PALADE” UNIVERSITY OF MEDICNE, PHARMACY, SCIENCE AND TECHNOLOGY OF TÂRGU MUREŞ | SPECIALISATION | HUMAN RESOURCES MANAGEMENT                              |
| FACULTY             | FACULTY OF ECONOMICS AND LAW                                                                | TITLE          | MASTER DEGREE                                           |
| FIELD OF STUDY      | MANAGEMENT                                                                                  | DURATION       | 2 YEARS                                                 |
| LEVEL OF REGULATION | 7 EFQ/CEC & CNC                                                                             | ECTS           | 120 (compulsory+optional) + 10 ECTS - Dissertation Exam |

| No                  | Educational activities<br>Subjects          | Code<br>of Subjects | Type<br>of Subjects | 1 <sup>st</sup> semester (14 weeks) |                |      |       |                       |                |      |    | 2 <sup>nd</sup> Semester (14 weks) |                |      |       |                       |                |      |       | Total hours per academic<br>year |                |       |      |
|---------------------|---------------------------------------------|---------------------|---------------------|-------------------------------------|----------------|------|-------|-----------------------|----------------|------|----|------------------------------------|----------------|------|-------|-----------------------|----------------|------|-------|----------------------------------|----------------|-------|------|
|                     |                                             |                     |                     | 1 <sup>st</sup> Modul               |                |      |       | 2 <sup>nd</sup> Modul |                |      |    | 3 <sup>rd</sup> Modul              |                |      |       | 4 <sup>th</sup> Modul |                |      |       | C                                | Lp/stg<br>S/Pr | SI    | ECTS |
|                     |                                             |                     |                     | C                                   | Lp/stg<br>S/Pr | ECTS | FV    | C                     | Lp/stg<br>S/Pr | ECTS | FV | C                                  | Lp/stg<br>S/Pr | ECTS | FV    | C                     | Lp/stg<br>S/Pr | ECTS | FV    |                                  |                |       |      |
| 1                   | Macro Trends in HR                          | MRU101              | DS                  | 4                                   | 2              | 7    | E     | -                     | -              | -    | -  | -                                  | -              | -    | -     | -                     | -              | -    | -     | 28                               | 14             | 133   | 7    |
| 2                   | The Career Management                       | MRU102              | SS                  | 4                                   | 2              | 7    | C     | -                     | -              | -    | -  | -                                  | -              | -    | -     | -                     | -              | -    | -     | 28                               | 14             | 133   | 7    |
| 3                   | Organizational Behavior                     | MRU103              | SS                  | -                                   | -              | -    | -     | 4                     | 4              | 9    | E  | -                                  | -              | -    | -     | -                     | -              | -    | -     | 28                               | 28             | 169   | 9    |
| 4                   | Organizational Change Management            | MRU104              | DS                  | -                                   | -              | -    | -     | 4                     | 2              | 7    | E  | -                                  | -              | -    | -     | -                     | -              | -    | -     | 28                               | 14             | 133   | 7    |
| 5                   | Strategies and Policies for Human Resources | MRU105              | SS                  | -                                   | -              | -    | -     | -                     | -              | -    | -  | 4                                  | 2              | 7    | E     | -                     | -              | -    | -     | 28                               | 14             | 133   | 7    |
| 6                   | IT Systems in Human Resources Management    | MRU106              | DS                  | -                                   | -              | -    | -     | -                     | -              | -    | -  | -                                  | -              | -    | -     | 2                     | 4              | 6    | V     | 14                               | 28             | 108   | 6    |
| 7                   | Employment Law in HR                        | MRU107              | DS                  | -                                   | -              | -    | -     | -                     | -              | -    | -  | -                                  | -              | -    | -     | 2                     | 2              | 6    | E     | 14                               | 14             | 122   | 6    |
| 8                   | Optional Subject 1                          | MRU108              | DS                  | -                                   | -              | -    | -     | -                     | -              | -    | -  | 2                                  | 2              | 4    | V     | -                     | -              | -    | -     | 14                               | 14             | 72    | 4    |
| 9                   | Optional Subject 2                          | MRU109              | SS                  | -                                   | -              | -    | -     | -                     | -              | -    | -  | 4                                  | 2              | 7    | E     | -                     | -              | -    | -     | 28                               | 14             | 133   | 7    |
| GRAND TOTAL         |                                             | 7 Obl 2 Opt         |                     | 8                                   | 4              | 14   | 1E 1C | 8                     | 6              | 16   | 2E | 10                                 | 6              | 18   | 2E 1V | 4                     | 6              | 12   | 1E 1V | 210                              | 154            | 1,136 | 60   |
| TOTAL HOURS/CREDITS |                                             |                     |                     | 13 hours/week 30 ECTS               |                |      |       |                       |                |      |    | 13 hours/week 30 ECTS              |                |      |       |                       |                |      |       | 364                              |                |       | 0    |

DS – Deepening Subject, SS – Advanced Knowledge and Synthesis Subject, Obl - Compulsory Subject, Opt - Optional Subject

C – Lecture; Lp/stg – Practical Activities; S/Pr – Seminar/Project; SI – Individual Study; ECTS –Transferable European Credits; FV – Type of Assessment: E-Exam, C-Colloquium, V - Verification

**CURRICULUM - 2<sup>nd</sup> YEAR  
2024-2025**

|                     |                                                                                             |                |                                                         |
|---------------------|---------------------------------------------------------------------------------------------|----------------|---------------------------------------------------------|
| UNIVERSITY          | „GEORGE EMIL PALADE” UNIVERSITY OF MEDICNE, PHARMACY, SCIENCE AND TECHNOLOGY OF TÂRGU MUREŞ | SPECIALISATION | HUMAN RESOURCES MANAGEMENT                              |
| FACULTY             | FACULTY OF ECONOMICS AND LAW                                                                | TITLE          | MASTER DEGREE                                           |
| FIELD OF STUDY      | MANAGEMENT                                                                                  | DURATION       | 2 YEARS                                                 |
| LEVEL OF REGULATION | 7 EFQ/CEC & CNC                                                                             | ECTS           | 120 (compulsory+optional) + 10 ECTS - Dissertation Exam |

| No                  | Educational activities<br>Subjects                          | Code<br>of Subjects | Type<br>of Subjects | 3 <sup>rd</sup> semester (14 weeks) |                |      |    |                       |                |      |       | 4 <sup>th</sup> Semester (14 weks) |                |      |       |                       |                |      |       | Total hours per academic<br>year |                |       |      |   |
|---------------------|-------------------------------------------------------------|---------------------|---------------------|-------------------------------------|----------------|------|----|-----------------------|----------------|------|-------|------------------------------------|----------------|------|-------|-----------------------|----------------|------|-------|----------------------------------|----------------|-------|------|---|
|                     |                                                             |                     |                     | 1 <sup>st</sup> Modul               |                |      |    | 2 <sup>nd</sup> Modul |                |      |       | 3 <sup>rd</sup> Modul              |                |      |       | 4 <sup>th</sup> Modul |                |      |       | C                                | Lp/stg<br>S/Pr | SI    | ECTS |   |
|                     |                                                             |                     |                     | C                                   | Lp/stg<br>S/Pr | ECTS | FV | C                     | Lp/stg<br>S/Pr | ECTS | FV    | C                                  | Lp/stg<br>S/Pr | ECTS | FV    | C                     | Lp/stg<br>S/Pr | ECTS | FV    |                                  |                |       |      |   |
| 1                   | Leadership and Human Resource Performance                   | MRU201              | DS                  | 4                                   | 2              | 6    | E  | -                     | -              | -    | -     | -                                  | -              | -    | -     | -                     | -              | -    | -     | 28                               | 14             | 108   | 6    |   |
| 2                   | International Management of Human Resources                 | MRU202              | SS                  | -                                   | -              | -    | -  | 4                     | 2              | 6    | E     | -                                  | -              | -    | -     | -                     | -              | -    | -     | 28                               | 14             | 108   | 6    |   |
| 3                   | Systems and Processes in the Design of the Work Environment | MRU203              | SS                  | 4                                   | 2              | 6    | E  | -                     | -              | -    | -     | -                                  | -              | -    | -     | -                     | -              | -    | -     | 28                               | 14             | 108   | 6    |   |
| 4                   | Intercultural Communication in the Global Organization      | MRU204              | SS                  | -                                   | -              | -    | -  | 2                     | 2              | 4    | C     | -                                  | -              | -    | -     | -                     | -              | -    | -     | 14                               | 14             | 72    | 4    |   |
| 5                   | Organizational Negotiation Techniques                       | MRU205              | SS                  | -                                   | -              | -    | -  | -                     | -              | -    | -     | 2                                  | 2              | 6    | E     | -                     | -              | -    | -     | 12                               | 12             | 126   | 6    |   |
| 6                   | Ethics and Academic Integrity                               | MRU206              | SS                  | -                                   | -              | -    | -  | 2                     | -              | 3    | E     | -                                  | -              | -    | -     | -                     | -              | -    | -     | 14                               | -              | 61    | 3    |   |
| 7                   | Advanced Scientific Research                                | MRU207              | SS                  | -                                   | -              | -    | -  | -                     | -              | -    | -     | 4                                  | 2              | 5    | C     | -                     | -              | -    | -     | 24                               | 12             | 89    | 5    |   |
| 6                   | Strategies for Motivating Human Resources                   | MRU208              | DS                  | -                                   | -              | -    | -  | -                     | -              | -    | -     | -                                  | -              | -    | -     | 2                     | 2              | 6    | E     | 12                               | 12             | 126   | 6    |   |
| 7                   | Specialized Training                                        | MRU209              | SS                  | -                                   | -              | -    | -  | -                     | -              | -    | -     | -                                  | 7              | -    | -     | -                     | 7              | 3    | C     | -                                | 84             | (9)   | 3    |   |
| 8                   | Drawing up the Dissertation Paper                           | MRU210              | SS                  | -                                   | -              | -    | -  | -                     | -              | -    | -     | 1<br>Week                          | 30<br>Hours    | -    | -     | 1<br>Week             | 30<br>Hours    | 3    | C     | -                                | 60             | 15    | 3    |   |
| 11                  | Optional Subject 3                                          | MRU211              | DS                  | 2                                   | 2              | 5    | E  | -                     | -              | -    | -     | -                                  | -              | -    | -     | -                     | -              | -    | -     | 14                               | 14             | 97    | 5    |   |
| 12                  | Optional Subject 4                                          | MRU212              | DS                  | -                                   | -              | -    | -  | -                     | -              | -    | -     | -                                  | -              | -    | -     | -                     | 4              | 2    | 7     | E                                | 24             | 12    | 139  | 7 |
| GRAND TOTAL         |                                                             | 7 Obl 2 Opt         |                     | 10                                  | 6              | 17   | 3E | 8                     | 4              | 13   | 2E 1C | 6                                  | 11             | 11   | 1E 1C | 6                     | 11             | 19   | 2E 2C | 198                              | 262            | 1,040 | 60   |   |
| TOTAL HOURS/CREDITS |                                                             |                     |                     | 14 hours/week                       |                |      |    | 30 ECTS               |                |      |       | 17 hours/week                      |                |      |       | 30 ECTS               |                |      |       | 460                              |                |       |      |   |

DS – Deepening Subject, SS – Advanced Knowledge and Synthesis Subject, Obl - Compulsory Subject, Opt - Optional Subject

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**PACKAGES OF OPTIONAL SUBJECTS**

|                            |                                                                                                         |
|----------------------------|---------------------------------------------------------------------------------------------------------|
| <b>UNIVERSITY</b>          | <b>„GEORGE EMIL PALADE” UNIVERSITY OF MEDICINE, PHARMACY,<br/>SCIENCE AND TECHNOLOGY OF TÂRGU MUREȘ</b> |
| <b>FACULTY</b>             | <b>FACULTY OF ECONOMICS AND LAW</b>                                                                     |
| <b>FIELD OF STUDY</b>      | <b>MANAGEMENT</b>                                                                                       |
| <b>LEVEL OF REGULATION</b> | <b>7 EFQ/CEC și CNC</b>                                                                                 |

**OPTIONAL SUBJECTS PACKAGE 1**

|   |                                     |
|---|-------------------------------------|
| 1 | Decision Optimization Solutions     |
| 2 | E-business Solutions for Management |
| 3 | Project Management                  |
| 4 | Security Awareness                  |

**OPTIONAL SUBJECTS PACKAGE 2**

|   |                                 |
|---|---------------------------------|
| 1 | Corporate Social Responsibility |
| 2 | Digital Operations Management   |
| 3 | Financial Management            |
| 4 | Business Ethics                 |

**OPTIONAL SUBJECTS PACKAGE 3**

|   |                                         |
|---|-----------------------------------------|
| 1 | Human Resources Sustainable Development |
| 2 | Social Media Marketing                  |
| 3 | Digital Services for Management         |

**OPTIONAL SUBJECTS PACKAGE 4**

|   |                                 |
|---|---------------------------------|
| 1 | Business Performance Evaluation |
| 2 | Financial Decisions in HR       |
| 3 | Behavioral Finance              |

Total hours = 824

Ratio practical activities, seminar, project/theory 416/408 = 1.02