

# Transilvania University of Braşov, Romania

## Study program: Human Resources

Faculty of Sociology and Communication

Study period: 3 years, bachelor

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Introduction to Sociology	IntS01	6	2	2	-	-

**Course description (Syllabus):** Introductory course: the question of knowledge and sociological paradigms; The question of truth. Prediction, prophecy, imputation and attribution; the question of discourse; On theory of exchange; social and economic exchange, theory of value, money and "gift"; Cooperation – competition; game-theory; on trust; Conflict: functions of conflicts; tipology of conflicts; strategies to solve conflicts; Conformity and submission; innovation and social ritualics; the question of deviance; stygma and the abnormal; the question of norm; socializing – general elements; Coercion; politics; violence; Power, domination and authority; Weber and Foucault.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Applied Informatics for Social Sciences	Info01	4	1		1	

**Course description (Syllabus):** Information, communication and society - modern communication in democracy digital space Computer use: General and basic architecture. Presentation of most used software and system applications for Sociology use. Methods and techniques of academic written materials. Norms and rules of scientific writing Using and building schemes (Figures) Using and constructing tables Using and building graphics Building a database in Microsoft Excel Building a database in SPSS Internet applications - from Web 1.0 to Web 2.0

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Academic and comunication skills	Acc01	4	1	2	-	-

**Course description (Syllabus):** Developing verbal, non-verbal and written communication skills by adequate learning, understanding and using of the fundamental concepts and categories of communication sciences. Analyzing the main theories, concepts, paradigms, methodologies used in communication sciences Identifying and evaluating different styles and models of communication Evaluation of strategies and processes of personal and group communications Communication and Language Persuasion.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Introduction in Philosophy	IstFil01	5	2	1		

**Course description (Syllabus):** The place and the relevance of Philosophy in the cultural whole. The classic age of the Greek antique Philosophy: the Atomism, the Sophists, Socrates, Plato, Aristotle. The Medieval Philosophy: the Apologetics: Tertullian and Origen; the Patristics: Saint Augustine; the scholastic Philosophy. "The quarrel of universals": Pierre Abelard and Tomas d'Aquino. The Renaissance Philosophy: General presentation; Erasmus of Rotterdam and Michel de Montaigne. The Modern Age Philosophy: General presentation; the Empiricism: Fr. Bacon, J. Locke, G. Berkeley; the Rationalism: R. Descartes, B. Spinoza, G.W. Leibniz.; The German classical Philosophy: Im. Kant, G.W.F. Hegel; The Western Philosophy of the second half of the XIXth century: K. Marx, A. Comte, H. Spencer; The "Non-rationalistic" Philosophy of the XIXth century: S. Kierkegaard, A. Schopenhauer, Fr. Nietzsche. Directions in the

XXth century Philosophy: H. Bergson, L. Wittgenstein, Ed. Husserl, M. Heidegger, J.-P. Sartre, H. Marcuse, J. Habermas, L. Blaga, E. Cioran.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Jobs and careers with the profession of expert in HRM	Job01	5	2	1		

**Course description (Syllabus):** Career counseling as professional activity. In charge with yourself. Learn career counseling starring ourselves as beneficiary. Lay theory on professions and occupations: conjectures and refutations. The labor market *versus* professional services market: salarial *versus* on your own. Self-awareness. Career counseling – a growing occupational field.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Logic	LOG01	4	2	1		

**Course description (Syllabus):** Introductory notions Logic and language Principles of logic Theory of terms Logic of sentences Theory of interferences, Inductive logic Theory of argumentation Argumentative typology Argumentation errors.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Social Demography	DemS002	5	2		1	

**Course description (Syllabus):** Population: A Systems Approach. Information sources in Demography. Analysis of World Population trends. Theories of population growth. Indicators for population dynamics. Population growth models. Demographic processes. Analysis of demographic phenomena: Mortality, Birth, Marriage, Divorce. Migration phenomena in Romania and worldwide. Theories of migration phenomena.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Epistemology	Epist02	4	2	1		

**Course description (Syllabus):** Precursors of logical empiricism: F. Brentano, G. Frege, B. Russell, L. Wittgenstein Logical empiricism. Vienna Circle, Berlin Circle Pragmatic empiricism: W. van O. Quine Critical rationalism: K. R. Popper New philosophy of science Epistemological relevance of the standard interpretation of quantum mechanics New philosophy of nature. D. Bohm Epistemological audacities Common knowledge, scientific knowledge, symbolic knowledge, Scientific theory, Scientific hypothesis, Theories of truth

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Social Psychology	PsihS02	4	2	2	-	-

**Course description (Syllabus):** Social psychology Self definition and social identity Attitude and behavior The change of attitudes The group as psycho-sociological formation Gender stereotype Pro-social and antisocial behavior.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Management of social networks	ManRetS02	4	2	1	-	-

**Course description (Syllabus):** Social networks - conceptual delimitations Characteristics of social networks Types of social networks Functions of social networks Interpersonal relationships and communication process between members of the social network Social influence within social networks Social support offered by network members Dynamic of the social network throughout life Professional networking strategies Social networks and virtual space.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
General Sociology	SoGen02	4	2	1	-	-

**Course description (Syllabus):** .Self-Identity and Socialization; Dyad and Triad; The Group; The Community The Organization; Masses, Population and Collective Behavior; Social Stratification; Social Mobility;

Course title	Code	No. of credits	Number of hours per week				Individual Study
			course	seminar	laboratory	project	
Practical Training	Pr02	3	-	-	-	-	90

**Course description (Syllabus):** Describing and understanding the institution / organization of the internship, in relation to the global society; Increasing the capacity of self-knowledge, self-discipline and professional autonomy; Increasing the skills necessary for the application of social work values.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
English	LE01/ LE02	2	1	1	-	-
French	LF01/ LF02					
German	LG01/LG02					
Spanish	LS01/LS02					

**Course description (Syllabus):** Building the theoretical and practical knowledge to successfully practicing foreign language in written or oral communication contexts.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
The Sociology of Organizations	SoOrg03	4	2	1		

**Course description (Syllabus):** Introduction: fundamental paradigms of organizational study; The organization as bureaucracy: Weber, von Mises, Merton, Woodward, Mintzberg; Theories on organizational contingency: Tom Burns, Oliver E. Williamson; Theories on organization management: Peter Drucker, Peters-Waterman, Rosabeth Moss Kanter; Theories on decision-making: H. Simon, J. March, Michel Crozier; General tendencies regarding organizational evolution today (theoretical perspectives);

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Methods and techniques in sociological research I.	MTCS103	5	2		2	-

**Course description (Syllabus):** Scientific method – the modernist paradigm for successful knowledge production and legitimation. How do we manage in sociology the resources of the scientific method Fundamentals of descriptive sociological research. Observation method in the sociological research. Sociological survey method. Content analysis method.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Introduction in social statistics	Stat03	4	2	2		

**Course description (Syllabus):** Measurement problems in social sciences. Principles of sampling. Sampling procedures. Univariate data analysis: statistical indicators, tables, graphs. Hypothesis Testing. Bivariate data analysis.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Methods and techniques in sociological research II.	MTCSII 04	6	2	2	-	-

**Course description (Syllabus):** Fundamentals of explicative sociological research. Generating hypotheses. Hypotheses' judging admissibility at testing. Hypotheses testing. The method of experiment in sociological research. Experimental techniques in sociological research Fundamentals of predictive sociological research. Predictive techniques in sociological research

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Resource Management	MRUII04	5	2	2		

**Course description (Syllabus):** Qualitative Research – General Descriptive Elements. Steps in Qualitative Research. Identifying the Problem of Knowledge. Types of Qualitative Research. Data Collecting: The Observation. Techniques of Observation. Writing Observation Notes. Data Collecting: The Interview. Individual and Group Interview, Unstructured and Semistructured Interview. Data Collecting: The Social Documents, the Visual Documents – types and characteristics. The Photography, the Drawing and the Film. The Methodological Triangulation. Data Analysis. Data Analysis Strategies and Methods. Coding of Texts. Image Analysis. Visual Presentation of Data: the Matrix and the Network. Theoretical Sampling. Theoretical Saturation. Data Interpretation. Grounded Theory.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Sociological Paradigms	ParadSo4	4	2	2		

**Course description (Syllabus):** The Frankfurt school: Erich Fromm, Herbert Marcuse, Jürgen Habermas; Functionalism: Talcott Parsons, Robert K. Merton; Symbolic interactionism: G.H. Mead, Erving Goffman; Ethnomethodology: H. Garfinkel; Postmodernism – general aspects: Baudrillard, Foucault, Bauman, Derrida, Deleuze.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Organizational communication	ComOrg04	4	2	2		

**Course description (Syllabus):** Classical perspectives: Fayol, Weber, Taylor Human Relations perspectives: Maslow, Herzberg, McGregor Human Resource perspectives: Blake & Mouton, Lickert, Ouchi Systems perspectives: cybernetics & Karl Weick Cultural perspectives: Deal & Kennedy, Peters & Waterman, Schein Critical perspectives: concertive control and feminist theories Contemporary concepts and approaches: Voice and silence in organizations Identity in organizations Power and control Tempered radicals Organizational culture Integration Differentiation Fragmentation

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Psychosociology of small groups	PshGM04	4	2	2		

**Course description (Syllabus):** Psycho-sociology of human groups as an interdisciplinary field Apparition and historical evolution of psycho-sociology of human groups Human group and social interactions. Factors of influence on groups dynamic Structures and group processes and their psychosocial implications Dynamic and development of small groups Roles and attitudes in small group. Animation, forming and group interventions Social influence. Socialization and social conformism Interpersonal communication in small groups. Types, networks and intra-group communication structures Management and life in group. Leaders and their role in groups dynamic Decision process in group. Amelioration techniques.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Sociology of Work and Social-Human Capital	SoMun04	4	2	2	-	-

**Course description (Syllabus):** Introduction to the sociology of work. Labour Market Prospects Unemployment and retraining. Social implications. Occupational EU policy Social capital Emotions and human-capital Work and new

technologies The conflict, resistance and misdemeanors at work Social networks and social - human capital. Professional social network LinkedIn.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Creative techniques and creativity development	Creat04	4	2	2		

**Course description (Syllabus):** Creativity as process. Creativity as aptitude. The limits of bimodular theories. Creativity as aptitude. Alternative ways of theorizing Creativity as aptitude. Operational definitions. Creative organizations. Basic ways of creative ideation: association of ideas and analogy. Individual creative techniques. Group creative techniques.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Human Resource Management	MCMR05	6	2	2		

**Course description (Syllabus):** Main topics addressed during the course, based both on theoretical framework and professional practice: job analysis, workforce planning, turnover, staffing (recruitment, selection, induction and retention), performance management and performance appraisal, career development, job evaluation, reward management and pay structures, work motivation, employee development (learning, training and teambuilding), work relations, labour market.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Ergonomics and workplace health promotion	Erg05	4	2	1		

**Course description (Syllabus):** Ergonomics versus promoting health in the workplace. Micro determinants of population health: socio-demographic, biological, psychological, socio-cultural, economic, behavioural. Psychosocial risk factors in the workplace. Theories of health behaviour change. General aspects of Safety and Security in the workplace. Macro determinants of population health: economic, medical, social, environmental, legislative, cultural. Organizational and environmental factors of worker's health. Physical Ergonomics and Cognitive Ergonomics.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Employment Policy	PolF05	5	2	1		

**Course description (Syllabus):** The course is focused on: European employment strategy, National Strategy for Employment and workforce macro data. Based on a project management framework, funding schemes supporting the implementation of regional and national employment strategies are presented with a particular focus on the Operational Programme Human Capital.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Work Psychology	PsihM05	5	2	1	-	-

**Course description (Syllabus):** Fundamental concepts in Work Psychology: subject, history, fields of work psychology, relationship with other disciplines; Description and analysis methods work; Development of communication and negotiation skills on vertical and horizontal level; Roles in the team work: leadership, mentoring, coaching; Difficulties arising in the organization: boredom, fatigue, stress, accidents, discrimination, harassment at work; Educational, vocational and professional guidance; Adaptation vs. maladjustment at work; Counseling and advising employees; Psychological examination at work;

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Multivariate descriptive social statistics	Stat06	3	1		2	

**Course description (Syllabus):** Research report based on questionnaire survey. Predictions in population. Analysis of various indicators that change over time. Causal explanation. Statistical methods for testing the causality. Interdependence techniques. Dependence techniques.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Project Management	MP06	4	2	1		

**Course description (Syllabus):** Characteristics of a project based organization (Specific features of the strategy, the structure and the culture of a project based organization); Differentiation among processes – project - operation / project – programme - policy; A description of a project life cycle underlining the project phases; A theoretical and practical presentation of project management phases (concept, planning, execution); The importance of monitoring and self-control.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Cultural Anthropology	Antr.cul05	5	2	2		

**Course description (Syllabus):** This course addresses the field of Cultural Anthropology. Its objectives are to explain and provide a better understanding of human diversity and to provide the proper scientific corpus of knowledge that would allow students to develop tolerance and respect towards other cultures. The main issues approached in this course include, but are not limited to: The understanding of anthropology as a science specialized in the holistic study of humanity. Presenting the main fields of study in anthropology, emphasizing the purpose, objectives and specificity of cultural anthropology.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Negotiation Techniques	TN05	5	2	2	-	-

**Course description (Syllabus):** This course explores selected specific substantive issues of negotiation, using specific language, methodologies and expertise in communication. This course will provide an overview of the field of negotiation, drawing largely upon the theory and research in organizational psychology, social psychology, and organizational behavior. By the end of this course, the students will learn basic and classic issues in the field and they will: Learn how to prepare for a negotiation and anticipate behaviors of others in negotiations. Gain confidence in requesting, approaching, and engaging in negotiations. Develop critical negotiation skills that will serve them in both their personal and professional life.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Public Relations	RelPub06	3	2	2	-	-

**Course description (Syllabus):** Historical perspective: origin, evolution and maturation of PR. Basic notions in PR. Press Agency, Public Affairs, Issues Management, Lobby, Investor Relations. Means and methods of communication in PR. Conceiving and managing PR programs.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Sociology of Business and Economic Activity	SoBuss06	3	2	2	-	-

**Course description (Syllabus):** Elites and the Issue of Labour. The Typology and Role of Elites. Virgil Madgearu: Orbitation of the Romanian Economy. Mihail Manoilescu: Theory of State.

Course title	Code	No. of credits	Number of hours per week			
			course	seminar	laboratory	project
Organizational Development	DezOrg06	3	2	2		

**Course description (Syllabus):** Organizational climate; attitudes and attitude change; Fundamentals of Strategic Management: Fundamentals of Communication; within the organization; within the socio-economic environment; Power and Leadership in Organizations; Leadership Styles; Analysis of Organizational Crisis.