

Educational Programme	HUMAN RESOURCES MANAGEMENT
Degree Awarded	Master
Standard Length of Studies (Number of ECTS Credits)	2 years / 4 semesters / 120 ECTS
Type of Study	Full-time
Higher Education Institution	Babeş-Bolyai University Cluj-Napoca, Romania
Faculty / Department	Faculty of Economics and Business Administration/ Department of Management
Contact Person	Professor Liviu ILIEŞ, PhD
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Profile of the Degree Programme	Human Resources Management programme
Target Group / Addressees	Graduates with management, marketing, economics background.
Entrance Conditions	The admission assessment consists of the graduation examination average (25%) plus the overall undergraduate average grade (25%) and a management examination (50%).
Further Education Possibilities	The master's program aims at providing students with the appropriate tools for doctoral studies
Description of Study	<ul style="list-style-type: none"> • Language of instruction: Romanian • Core courses: Strategic marketing, Accounting for managers, Strategic Management, Foreign Language, Foreign Communication, Human resources recruitment, selection and development, Human resources motivation, Change Management, Conflict and negotiation • Partner universities: University of Vienna
Purposes of the Programme	Developing the graduate's management knowledge and competencies regarding human resources.
Specialization / Area of Expertise	Students gain knowledge in: <ul style="list-style-type: none"> • Strategic management • Human resources recruitment activities; • Human resources motivation techniques; • Change management practices usage; • Conflict management approaches.
Extra Peculiarities	-
Practical Training	Students perform a practical training in the second year (4 th semester) of their studies.
Final Examinations	Research master thesis.
Gained Abilities and Skills	Students will be provided with the next skills: <ul style="list-style-type: none"> • Perform an analysis at firm's level regarding human resources necessary; • Establish a policy regarding human resources recruitment, selection and carrier development within the firm; • The capability to solve conflicts at organization level;

	<ul style="list-style-type: none"> • Perform successful change management practices;
Job Placement, Potential Field of Professional Activity	<p>Based on the increasing demand on human resources specialists, this program is an opportunity for the persons which are going to work both within recruitment and manufacturing companies:</p> <p>241216 / Human resources specialist 123205 / Human resources chief 342306 / Human resources analyst 342304 / Human resources inspector 123207 / Human resources manager</p>

Date,
01.11.2010

Dean,
Professor Dumitru MATIȘ, Phd

Profile responsible,
Professor Liviu ILIEȘ, PhD