

**BACHELOR'S PROGRAMME  
HUMAN RESOURCES  
2<sup>ND</sup> YEAR OF STUDY, 1<sup>ST</sup> SEMESTER**

<b>COURSE TITLE</b>	
<b>COURSE TITLE</b>	<b>HUMAN RESOURCES IN THE CONTEXT OF GLOBALIZATION</b>
<b>COURSE CODE</b>	L:RU12
<b>COURSE TYPE</b>	Full attendance / Tutorial
<b>COURSE LEVEL</b>	1 <sup>st</sup> cycle (Bachelor's degree)
<b>YEAR OF STUDY, SEMESTER</b>	2 <sup>nd</sup> year of study, 1 <sup>st</sup> semester
<b>NUMBER OF ECTS CREDITS</b>	6
<b>NUMBER OF HOURS PER WEEK</b>	4 (2 lecture hours + 2 seminar hours)
<b>NAME OF LECTURE HOLDER</b>	Camelia Medeleanu
<b>NAME OF SEMINAR HOLDER</b>	Camelia Medeleanu
<b>PREREQUISITES</b>	Intermediate level of English
<b>A</b>	<b>GENERAL AND COURSE-SPECIFIC COMPETENCES</b>
	<p><b>Professional competences:</b></p> <p><b>C1.1.</b> To describe the concepts, theories, paradigms and methodologies used in researching organizations and communities;</p> <p><b>C1.2.</b> Formulation of hypotheses and operationalization of the key-concepts in explaining and interpreting the phenomena faced by organizations and communities;</p> <p><b>C3.1.</b> Analysis and interpretation of the organizational environmental based on specific management strategies;</p> <p><b>C3.2.</b> Minute understanding of the organizational context, based on the specific knowledge;</p> <p><b>C4.1.</b> To use sociological analysis methods in order to obtain an overview of the organizational context;</p> <p><b>C5.1.</b> To identify concepts specific to the field of human resources;</p> <p><b>C5.2.</b> To diagnose the needs related to human resources</p> <p><b>C6.1.</b> To design the tools used in the analysis of the interactions</p> <p><b>C6.2.</b> To identify the types of interaction in the field of human resources.</p> <p><b>Transversal competences:</b></p> <p><b>CT1.</b> To apply the proper strategies for rigorous, efficient, punctual and responsible work, based on the principles, norms and values connected to the code of professional ethics;</p> <p><b>CT3.</b> Efficient use of the information sources as well as communication resources and computer-based job training (Internet, specialized software applications, databases, online courses etc.), in Romanian as well as in one international language.</p>
<b>B</b>	<b>LEARNING OUTCOMES</b>
	<p>After completing this course, students should have a clear understanding of:</p> <ul style="list-style-type: none"> <li>→ to use concepts, categories, typologies and to understand the mechanisms of macroeconomics;</li> <li>→ know and understand macroeconomic phenomena and processes</li> <li>→ to understand the factors that influence the social and economic mechanisms and the potential for intervention on them;</li> <li>→ to (re) know the problems of the field, the methodology of research and deepening of the science;</li> <li>→ highlight the international dimensions of human resources management, from the perspective of the globalization process.</li> </ul>
<b>C</b>	<b>LECTURE CONTENT</b>
	<p>Macroeconomic indicators.</p> <p>Labor market. Labor market content, labor supply and demand, labor market imperfections, labor market functioning mechanisms.</p> <p>International economic interdependencies. The institutions involved and their role. International labor migration.</p> <p>Multinational companies. Defining. The causes of the emergence of multinational companies. Typology.</p> <p>Six skills essential for future success in the workplace</p>
<b>D</b>	<b>RECOMMENDED READING FOR LECTURES</b>
	<p>Cohen, R., Kennedy, P., <i>Global Sociology</i>, McMillan, London, 2000.</p> <p>Giddens, A., Globalization. În Smith, Keri E. I., <i>Sociology of Globalization. Culture, Economics and Politics</i>, Routledge, New York, 2018.</p> <p>Roberts, J., <i>Multinational Business Service Firms The Development of Multinational Organisational Structures</i>, Routledge,</p>
<b>E</b>	<b>SEMINAR CONTENT</b>
	Measurement of macroeconomic results. Synthetic macroeconomic indicators.
<b>F</b>	<b>RECOMMENDED READING FOR SEMINARS</b>
	<p>Storey, J, Ulrich, D., Wright, P.M., <i>Strategic Human Resource Management: A Research Overview</i>, Routledge, 2019.</p> <p>Allen, M., Corporate Universities 2010: Globalization and Greater Sophistication. În <i>Journal of International Management Studies</i>, Vol. 5, No. 1, April, 2010.</p>

	Bailey, C., Mankin, D., Kelliher, C., Garavan, T., <i>Strategic Human Resources Management</i> , Oxford University Press, U.K.,
<b>G</b>	<b>EDUCATION STYLE</b>
LEARNING AND TEACHING METHODS	Classes will include group and individual works, discussions, problem solving, presentations, case studies.
ASSESSMENT METHODS	Each student have to develop a project
LANGUAGE OF INSTRUCTION	Romanian / English