# Transilvania University of Braşov, Romania
# Faculty of Sociology and Communication

Study program: Human Resources
Study period: 3 years, bachelor

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Introduction to Sociology | 5 | 2 | 2 | - | - |

**Course description (Syllabus):** This introductory course examines the nature of knowledge and the major sociological paradigms. It explores the problem of truth, prediction, prophecy, imputation, and attribution in the interpretation of social phenomena. The course addresses the problem of discourse and introduces key concepts from exchange theory, including social and economic exchange, theories of value, money, and the notion of the "gift". Students analyze cooperation and competition, principles of game theory, sociological dimensions of trust, and the functions, types, and resolution strategies of social conflict. Additional topics include conformity and obedience, innovation and social rituality, deviance, stigma, social norms, socialization, coercion, politics, violence, and the dynamics of power, domination, and authority, with attention to Weber and Foucault.

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

**Course description (Syllabus):** This course introduces the relationship between information, communication, and society, with emphasis on digital environments and democratic communication. Students develop practical skills in using essential software applications relevant to the social sciences, including tools for document preparation, data management, and analysis. The course presents the basics of computer system architecture, methods of academic writing, and the use of diagrams, tables, and graphs. Students also construct and manage databases using Excel and SPSS and examine the evolution of Internet applications from Web 1.0 to Web 2.0.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Academic Writing | 4 | 1 | 2 | - | - |

**Course description (Syllabus):** This course develops students' verbal, nonverbal, and written communication skills by introducing key concepts and paradigms in communication sciences. Students analyze communication styles and models, evaluate communication strategies in individual and group contexts, and explore the dynamics of persuasion and message construction.

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

**Course description (Syllabus):** This course provides an overview of major philosophical traditions from ancient to contemporary thought. It covers classical Greek philosophy, medieval scholasticism, Renaissance humanism, modern empiricism and rationalism, German classical philosophy, and 20th-century philosophical directions. Special attention is given to key thinkers such as Plato, Aristotle, Aquinas, Descartes, Kant, Hegel, Nietzsche, Wittgenstein, and Foucault, as well as Romanian philosophers Blaga and Cioran.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Jobs and Careers in the Profession of Human Resource Management Expert | 4 | 2 | 1 | | |

**Course description (Syllabus):** This course introduces career counseling as a professional field, emphasizing self-knowledge, personal responsibility, and informed decision-making. Students engage in practical counseling exercises and examine how lay theories and evidence-based interpretations shape career development. The course analyzes differences between labor markets and markets for professional services, salaried versus independent work, and contemporary trends in HR careers.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Logic | 5 | 2 | 1 | | |

**Course description (Syllabus):** This course introduces the fundamental concepts of logic and the relationship between logic and language. Topics include principles of reasoning, terms, propositional logic, valid inference, inductive reasoning, argumentation, and fallacies. Students develop skills in analyzing and evaluating arguments in academic and professional contexts.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Ethics and Academic Integrity | 3 | 2 | 1 | | |

**Course description (Syllabus):** This course offers an introduction to ethics and moral philosophy, tracing the origins and evolution of ethical thought and examining key foundational theories. Students explore ethical research practices, including responsible authorship, ethical publication standards, and issues of plagiarism and self-plagiarism. The curriculum addresses the ethical implications of artificial intelligence in academic contexts, as well as professional ethics and the role of deontological codes. Additional topics include building an ethical organizational culture, ethical guidelines in human resource management, corporate social responsibility, and the values and dilemmas that emerge in HR management practice.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Social Demography | 5 | 2 | | 2 | |

**Course description (Syllabus):** This course introduces the scientific study of populations, major demographic theories, and the key processes shaping population dynamics. Students learn about fertility, mortality, migration, marriage, and divorce, as well as demographic indicators and global population trends. The course covers both Romanian and international migration and theories explaining migration patterns.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Epistemology | 5 | 2 | 1 | | |

**Course description (Syllabus):** This course surveys major developments in epistemology and the philosophy of science, including logical empiricism, scientific pragmatism, critical rationalism, and contemporary interpretations of quantum mechanics. Students study distinctions between common, scientific, and symbolic knowledge, the structure of theories and hypotheses, and major theories of truth.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Social Psychology | 5 | 2 | 2 | | |

**Course description (Syllabus):** This course introduces central concepts in social psychology, including self-definition, social identity, attitudes and behavior, group dynamics, stereotypes, pro-social behavior, and antisocial behavior. Students explore how individuals think, feel, and behave within social contexts.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| General Sociology | 5 | 2 | 1 | | |

**Course description (Syllabus):** This course examines fundamental sociological concepts and processes, including identity, socialization, groups, organizations, collective behavior, social stratification, and social mobility. Students develop an understanding of how social structures and interactions shape human behavior.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Social Network Psychosociology | 4 | 2 | 1 | | |

**Course description (Syllabus):** This course explores the characteristics, functions, and dynamics of social networks. Topics include interpersonal relationships, communication processes, social influence, social support, network evolution across the lifespan, and the impact of digital environments on social networks.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| English | | | | | |
| French | 2 | 1 | 1 | | |
| German | | | | | |
| Spanish | | | | | |

**Course description (Syllabus):** This course develops both theoretical and practical competencies needed to use a foreign language effectively in written and oral communication. Emphasis is placed on grammar, vocabulary, comprehension, and expression, with applications tailored to the needs of academic and professional contexts.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Sociology of Organizations | 5 | 2 | 1 | | |

**Course description (Syllabus):** This course presents major paradigms in the sociology of organizations, including bureaucracy, contingency theory, managerial approaches, decision-making theories, and contemporary perspectives on organizational evolution. Students analyze theorists such as Weber, Mintzberg, Williamson, Drucker, and Crozier.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Sociological Research Methods and Techniques I | 5 | 2 | 2 | | |

**Course description (Syllabus):** This course introduces the scientific method in sociology and descriptive methodological approaches. Students learn observational methods, survey design, content analysis, and basic procedures for empirical data collection and interpretation.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Introduction to social statistics | 5 | 2 | | 2 | |

**Course description (Syllabus):** This course introduces basic statistical concepts for the social sciences, including measurement, sampling, univariate and bivariate analysis, statistical indicators, tables, graphs, and hypothesis testing.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Sociological Research Methods and Techniques II | 6 | 2 | 2 | - | - |

**Course description (Syllabus):** This course advances students' understanding of explanatory and predictive research. It addresses hypothesis formulation, validation criteria, experimental methods, and predictive techniques applied to social phenomena.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Human Resource Management I & II | 5 | 2 | 2 | | |

**Course description (Syllabus):** This integrated sequence covers job analysis, workforce planning, recruitment, selection, onboarding, retention, performance management, appraisal, career development, job evaluation, reward systems, motivation, and employee development programs. Students learn both strategic and operational perspectives on HRM.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Sociology Paradigms | 4 | 2 | 1 | | |

**Course description (Syllabus):** This course surveys major sociological paradigms, including the Frankfurt School, structural functionalism, symbolic interactionism, ethnomethodology, and postmodern theoretical approaches (Baudrillard, Bauman, Foucault, Derrida, Deleuze).

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Career Counseling and Guidance | 3 | 2 | 2 | | |

**Course description (Syllabus):** This course introduces students to the field of career counseling and guidance, beginning with the evolution, meaning, and mechanisms of career development. It examines person−environment fit, identity formation, and vocational adaptability during emerging adulthood, alongside major stages and socio-cognitive approaches to career development. Students explore career decision-making processes, the structure of career counseling interventions, and the role of personal and professional interests, abilities, and values. The course also addresses the management of school-to-work transitions and provides strategies for counseling individuals who face difficulties in managing their careers.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Organizational communication | 4 | 2 | 1 | | |

**Course description (Syllabus):** This course examines organizational communication from classical to critical perspectives, covering classical theories, human relations, systems approach, cultural theories, and contemporary issues such as voice, silence, identity, power, leadership, and organizational culture.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Psychosociology of Small Groups | 3 | 2 | 2 | | |

**Course description (Syllabus):** This course studies small group dynamics, including group formation, structures, processes, social influence, leadership, decision-making, communication networks, and interventions designed to improve group functioning.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Sociology of Work and Social-Human Capital | 3 | 2 | 2 | - | - |

**Course description (Syllabus):** This course introduces themes related to labor markets, unemployment, retraining, emotions at work, technology's impact on labor, workplace conflict, deviance, and professional networking, with emphasis on social-human capital.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Creative techniques and creativity development | 3 | 2 | 2 | | |

**Course description (Syllabus):** This course examines creativity as a cognitive process, exploring theoretical perspectives, creative organizational environments, associative and analogical thinking, and a range of creative techniques used to stimulate innovation.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Qualitative Techniques of Social Research | 5 | 2 | 2 | | |

**Course description (Syllabus):** This course presents the essential elements and stages of qualitative research, from defining the research problem to selecting appropriate methodological approaches. Students examine major types of qualitative studies and learn key data-collection methods, including participant and non-participant observation and the production of effective field notes. The course also covers individual and group interviews and the use of social and visual documents such as photographs, drawings, and films. Methodological triangulation is introduced as a means of strengthening analytical validity. Students are familiar with core strategies of qualitative data analysis, including text coding, visual data analysis, and the use of matrices and network diagrams. Additional topics include theoretical sampling, theoretical saturation, data interpretation, and grounded theory.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Ergonomics and workplace health promotion | 5 | 2 | 2 | | |

**Course description (Syllabus):** This course examines micro- and macro-determinants of population health, psychosocial risks in organizations, behavior-change theories, occupational safety, and principles of physical and cognitive ergonomics.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Volunteering and Social Responsibility | 5 | 2 | 1 | | |

**Course description (Syllabus):** This course introduces students to the core concepts, values, and principles of volunteering, examining the various types of volunteers and forms of volunteer engagement, as well as the motivations that drive individuals to participate in voluntary activities. It explores the costs and benefits of volunteering for individuals and communities, along with key aspects of volunteer management, including recruitment, coordination, and retention. Students also examine the legal framework governing volunteering and the role of corporate social responsibility (CSR), with a focus on corporate volunteering and the main types of CSR programs implemented by organizations.

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

**Course description (Syllabus):** This course covers core concepts of work psychology, including work analysis, communication, negotiation, leadership, fatigue, stress, accidents, discrimination, workplace harassment, counseling, adaptation, and psychological assessment.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Labor Legislation | 5 | 2 | 1 | - | - |

**Course description (Syllabus):** This course offers an overview of labor law from a human resource management perspective. It introduces the fundamental concepts of labor legislation, the legal capacity of individuals, and the main actors in employment relations. Students examine the principles and forms of legal liability and study the individual employment contract, including its types, key elements, and the rules governing its conclusion, execution, suspension, and termination. Additional topics include working time, rest periods, salary regulations, and essential aspects of workplace health and safety. Case studies illustrate how labor law is applied in HR practice.

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

**Course description (Syllabus):** This course introduces multivariate statistical techniques, construction of research reports, time-based statistical indicators, causal explanation, and dependence/interdependence methods.

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

**Course description (Syllabus):** This course examines project-based organizational structures, the project life cycle, concept development, planning, execution, monitoring, and evaluation.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Promoting Gender Equality in the Organizational Environment | 4 | 2 | 1 | | |

**Course description (Syllabus):** This course examines major theoretical perspectives on gender, including social, bio-psychological, and historical-religious approaches - and explores how gender discrimination manifests within organizations. Students analyze the relationship between gender equality and workplace performance, the implications of women's emancipation, and the legal framework governing equal opportunities. The course also addresses gender differences in political and entrepreneurial decision-making and considers strategies for preventing and combating violence and abuse in organizational settings.

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

**Course description (Syllabus):** This course introduces the fundamental concepts of negotiation in human resource management and organizational communication. Students explore communication as influence, including ethical persuasion and the risks of manipulation, and examine negotiation as a tool for managing and resolving workplace conflict. The course covers main types of HR negotiations, profiles and skills of effective negotiators, and essential tactics, strategies, and stages of the negotiation process. Additional topics include team-based negotiation, mediation

approaches, handling objections and concessions, and applying negotiation models in practical contexts such as job offers, workplace agreements, and intercultural interactions.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Management of Non-Governmental Organizations | 5 | 2 | 2 | - | - |

**Course description (Syllabus):** This course introduces the structure and identity of non-governmental organizations and presents the fundamental functions of NGO management—planning, organizing, coordinating, leading, and controlling. Students examine communication within nonprofit settings and explore key activities such as fundraising and cause-related marketing.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Entrepreneurship | 5 | 2 | 2 | - | - |

**Course description (Syllabus):** This course covers the development of a business from idea to implementation, including forms of innovation and the basics of intellectual property protection. Students learn how to assess and formalize a business idea, establish a company, and understand the legal framework. The course addresses the human resources required for entrepreneurship, financing options for start-ups, and effective communication with stakeholders. Additional topics include identifying opportunities, building a marketing mix, creating and implementing a business plan, and analyzing key performance indicators. The course concludes with an examination of common causes of business failure and strategies for anticipating and managing them.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Methods of Professional Testing and Evaluation | 5 | 2 | 2 | - | - |

**Course description (Syllabus):** This course introduces the main concepts and methods of evaluation, covering assessment tools, data collection and analysis techniques, and the stages of the evaluation process. Students explore psychological assessment in professional selection, models for predicting performance, and tools for evaluating individual and organizational performance. The course also examines key measurement properties of assessment instruments, including reliability, validity, standardization, and norming.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Public Relations | 5 | 2 | 2 | - | - |

**Course description (Syllabus):** This course covers PR history, evolution, professionalization, press agentry, public affairs, issues management, lobbying, investor relations, and PR communication tools.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Organizational Development | 5 | 2 | 2 | | |

**Course description (Syllabus):** This course studies organizational climate, attitudes, strategic management, communication, power, leadership styles, crisis diagnosis, and organizational change.

| Course title | No. of credits | Number of hours per week | | | |
|---|---|---|---|---|---|
| | | course | seminar | laboratory | project |
| Managing Labor Force Migration | 5 | 2 | 2 | | |

**Course description (Syllabus):** This course offers an introduction to international migration, examining who qualifies as a migrant and the main categories of migrants, along with the major theories that explain migration. It explores economic and labor migration, the evolution of the international refugee regime, and the ways in which refugees can contribute to host-country economies. Students analyze the relationship between migration, development, and the impact of economic immigration on host societies, as well as issues of integration and labor market participation in Europe. The course also discusses the shift from emigration to immigration contexts, the European landscape after 2015, and the dynamics of immigration and emigration in Romania.