



## ADMISSION TO DOCTORAL STUDIES

Session September 2026

Field of doctoral studies: Sociology

Doctoral supervisor: Prof. Dr. Carmen Buzea

### TOPICS FOR THE ADMISSION TO DOCTORAL STUDIES

<b>TOPIC 1:</b> <i>Human Capital Development</i>
<b>Contents / Main aspects to be considered</b> 1. Workforce development 2. Work motivation assessment 3. Work values in cross-cultural context
<b>Recommended bibliography:</b> Armstrong, M. și Taylor, S. (2023). <i>Armstrong's Handbook of Human Resource Management Practice</i> . Ediția a 16-a. Londra: Kogan Page. Buzea, C. (2010). <i>Motivația. Teorii și practici</i> . Iași: Editura Institutul European. Buzea, C. and Moașa, H. (Eds). (2021). <i>Managementul Resursei Umane. Teorii în practica profesională</i> . Iași: Institutul European. Buzea, C. (2014). Equity theory constructs in a Romanian cultural context. <i>Human Resource Development Quarterly</i> , 25, 421–439. doi:10.1002/hrdq.21184. Storey, J., Ulrich, D. and Wright, P.M. (2019). <i>Strategic Human Resource Management. A Research Overview</i> . Londra: Routledge. Thornton III, G. C. and Rupp, D. E. (2006). <i>Assessment Centers in Human Resource Management. Strategies for Prediction, Diagnosis, and Development</i> . New Jersey: Lawrence Erlbaum Associates. Tarique, I. Briscoe, D. R. and Schuler, R. S. (2022). <i>International Human Resource Management. Policies and Practices for Multinational Enterprises</i> . Ediția a șasea. New York: Routledge. Torrington, D., Hall, L., Taylor, S. și Atkinson, C. (2020). <i>Human Resource Management</i> . Ediția a 11-a. Harlow: Pearson
<b>Prerequisites / Remarks:</b> <i>Good knowledge of sociological research methodology &amp; human resource management processes</i>
<input checked="" type="checkbox"/> <b>Scientific Doctorate</b>
<input type="checkbox"/> <b>Professional Doctorate</b>
<input checked="" type="checkbox"/> <b>without tuition fee (state budget funded)</b>
<input checked="" type="checkbox"/> <b>with tuition fee or with funding from other sources than the state budget</b>

**Doctoral supervisor,**

Prof. Dr. Carmen Buzea

Signature

**Coordinator of the field of doctoral studies,**

Prof. Dr. Codrina Csesznek

Signature