

**SYLLABUS**  
**Academic year 2024-2025**  
**Year of Study II / Semester I**

**1. Information on academic program**

1.1. University	„1 Decembrie 1918” University of Alba Iulia
1.2. Faculty	Faculty of Economics
1.3. Department	Business Administration and Marketing
1.4. Field of Study	Business Administration
1.5. Cycle of Study	Bachelor
1.6. Academic program / Qualification/ ESCO Code	Business Administration / 242102 Process improvement specialist, 242104 Process manager, 242110 Specialist in planning, control, and reporting of economic performance; ESCO Code 2421 - Management and Organisation Analysts

**2. Information of Course Matter**

2.1. Course	Organizational culture	2.2. Code	BA 216.1
2.3. Course Leader	Lecturer PhD. Dârja Mălina		
2.4. Seminar Tutor	Lecturer PhD. Dârja Mălina		
2.5. Academic Year	2	2.6. Semester	1
2.7. Type of Evaluation (E – final exam / CE - colloquium examination / CA -continuous assessment)		E	2.8. Type of course (C– Compulsory, Op – optional, F - Facultative)
			C

**3. Course Structure (Weekly number of hours)**

3.1. Weekly number of hours	3	3.2. course	2	3.3. seminar, laboratory	1
3.4. Total number of hours in the curriculum	42	3.5. course	28	3.6. seminar, laboratory	14
Allocation of time:					Hours
a	Individual study of readers				26
b	Documentation (library)				10
c	Home assignments, Essays, Portfolios				20
d	Tutorials				
e	Assessment (examinations)				2
f	Other academic activities (study visits, mentoring, projects )				-

3.7 Total number of hours for individual study (a+b+c)	56
3.8 Total number of hours for academic activities (d+e+f+3.4)	44
3.9 Total number of hours per semester (3.7+3.8)	100
3.10 Number of ECTS	4

**4. Prerequisites (where applicable)**

4.1. curriculum-based	-
4.2. competence-based	-

**5. Requisites (where applicable)**

5.1. course-related	- for the course: slides, informative materials - for students: course support in edited format - technical equipment: laptop, video projector
5.2. seminar/laboratory-based	- for the seminar: informative materials - technical equipment: laptop, video projector

**6. Specific competences to be acquired (chosen by the course leader from the programme general competences grid)**

Competences/Study results	C1. Knowledge, understanding of the basic concepts, theories and methods of the field and area of specialization; their proper use in professional communication C2. Using basic knowledge to explain and interpret various types of concepts, situations,
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	processes, projects, etc. associated with the field C3. Application of basic principles and methods for solving well-defined problems/situations, typical of the field in conditions of qualified assistance C.4. Appropriate use of standard evaluation criteria and methods, in order to assess the quality, merits and limits of processes, programs, projects, concepts, methods and theories
Transversal competences	-

### 7. Course objectives (as per the programme specific competences grid)

7.1 General objectives of the course	The discipline <i>Organizational Culture</i> aims to develop knowledge about organizations, individual and group behavior of members, and organizational processes to identify ways in which they can be structured and transformed to be more effective.
7.2 Specific objectives of the course	- ensuring a minimum volume of knowledge to students in the field of organizational culture - forming managerial economic thinking through the prism of organizational culture - the acquisition of systems, methods and techniques specific to organizational culture

### 8. Course contents

8.1 Course	Teaching methods	Remarks
1. Organizational behavior – context and interactions	Lecture Conversation	<b>2 hours</b> <i>Students can use the printed course material or other resources in the library for information</i>
2. Organizations and organizational behavior	Lecture Conversation	<b>2 hours</b> <i>Students can use the printed course material or other resources in the library for information</i>
3. Fundamentals of Individual Behavior	Lecture Conversation Video media. Analyses, case studies.	<b>2 hours</b> <i>Students can use the printed course material or other resources in the library for information</i>
4. Personality	Lecture Conversation Examples Problematizing Exposure with Opponent	<b>2 hours</b> <i>Students can use the printed course material or other resources in the library for information</i>
5. Values and attitudes	Lecture Conversation Examples	<b>2 hours</b> <i>Students can use the printed course material or other resources in the library for information</i>
6. Perception	Lecture Conversation Analyses, case studies.	<b>2 hours</b> <i>Students can use the printed course material or other resources in the library for information</i>
7. Learning	Lecture Conversation Examples	<b>2 hours</b> <i>Students can use the printed course material or other resources in the library for information</i>
8. Motivation	Lecture Conversation Examples	<b>2 hours</b> <i>Students can use the printed course material or other resources in the library for information</i>
9. Motivation	Lecture Conversation Examples	<b>2 hours</b> <i>Students can use the printed course material or other resources in the library for information</i>
10. Group dynamics and teamwork (II)	Lecture Conversation Examples	<b>2 hours</b> <i>Students can use the printed course material or other resources in the library for information</i>

11. Decisions and decision-making	Lecture Conversation Examples	<b>2 hours</b> <i>Students can use the printed course material or other resources in the library for information</i>
12. Leadership	Lecture Conversation Examples	<b>2 hours</b> <i>Students can use the printed course material or other resources in the library for information</i>
13. Power, authority and influence	Lecture Conversation Problematization	<b>2 hours</b> <i>Students can use the printed course material or other resources in the library for information</i>
14. Organizational Change and Stress Management	Lecture Conversation Examples Video media Analyses, case studies	<b>2 hours</b> <i>Students can use the printed course material or other resources in the library for information</i>

### **Bibliography**

Istocescu Amedeo, Strategia și managementul strategic al organizației. Concepte fundamentale. Aplicații manageriale, Editura ASE, București  
 Popa Ion, Management general, Editura ASE, București  
 Johns, Gary – Comportament organizațional, Editura Economică, București, 1996  
 Clipa, Cătălin – Comportament organizațional – suport de curs, 2015  
 Mullins, Laurie J. – Management and Organisational Behaviour, sixth edition, Prentice Hall, 2002 Popescu, D. I. – Comportament organizațional, Editura ASE, 2013  
 Preda, M. – Comportament organizațional. Teorii, exerciții și studii de caz, Editura Polirom, 2006  
 Robbins, Stephen P.; Judge, Timothy A. și Campbell Timothy T. – Organizational Behavior, Pearson, 2010  
 Vlăsceanu, M. – Organizații și comportament organizațional, Editura Polirom, 2003  
 Nica, Panaite și Iftimescu, Aurelian – Management: concepte și aplicații, Sedcom Libris, Iasi, 2003

### **8.2. Seminar**

The importance of people for organizations – expectations from the workplace. Organizational behavior in employees' lives	Conversation Examples	<b>2 hours</b>
The importance of people for organizations – expectations from the workplace. Organizational behavior in employees' lives	Conversation Examples	<b>2 hours</b>
The role of learning – coaching. Motivation through rewards	Conversation Examples	<b>2 hours</b>
The role of organizational groups.	Conversation Examples	<b>2 hours</b>
Decision simulation. Power relations and ethical considerations	Conversation Examples	<b>2 hours</b>
Leadership styles.	Conversation Examples	<b>2 hours</b>
Change Management	Conversation Examples	<b>2 hours</b>

### **Bibliography**

Dârja (Cordoș) Mălina, Management strategic, suport de curs, Seria Didactica, 2017  
 Istocescu Amedeo, Strategia și managementul strategic al organizației. Concepte fundamentale. Aplicații manageriale, Editura ASE, București  
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**9. Corroboration of course contents with the expectations of the epistemic community's significant representatives, professional associations and employers in the field of the academic programme**

The content of this sheet and implicitly of the course is the result of consulting the information related to the requirements of the business environment, requirements that I became aware of from the meetings with the representatives of the business environment within the CEAC commissions for the study programs of the Faculty of Economic Sciences.

The pragmatic character of the discipline, resulting from the operationalization of the main activities specific to organizations, is in accordance with the requirements of the contemporary economic community.

**10. Assessment**

Activity	10.1 Evaluation criteria	10.2 Evaluation methods	10.3 Percentage of final grade
10.4 Course	<i>Final evaluation</i>	<i>Written paper</i>	70%
10.5 Seminar/laborator	<i>Continuous assessment</i>	<i>project</i>	30%

10.6 Minimum performance standard:

- *obtaining minimum grade 5*
- *to have the complete portfolio of practical work from the seminar*
- *to define the main terms used in strategic management*
- *identify and describe the main components of the strategy*
- *to identify and correctly describe the main stages in the development of an organization's strategy*
- *define the main types of strategies used by an organization*

Fill in date  
12.09.2024

Course leader signature  
Lecturer PhD. Dârja Mălina

Seminar tutor signature  
Lecturer PhD. Dârja Mălina

Approval date in department  
16.09.2024

Department director's signature,  
Assoc. Prof. PhD. Maican Silvia