

# HUMAN RESOURCES MANAGEMENT IN SUSTAINABLE DEVELOPMENT (Master, 1st year MDR)

**Credit value (ECTS) 7**

## **Course category**

Domain (Imposed)

## **Course holder:**

**Ph. D. Prof. Stejărel BREZULEANU**

## **Discipline objectives (course and practical works)**

- ◆ Illustrating the problems of hiring the necessary human resources within the organizations;
- ◆ The acquisition by students of the main knowledge and techniques in the field of human resources management in the conditions of sustainable development
- ◆ Knowledge of the particularities of human resources in agriculture and rural areas
- ◆ Familiarization with the main methods and techniques of recruitment and selection of human resources
- ◆ Use of means and techniques to improve employee performance in conditions of sustainable rural development
- ◆ Use of practical methods for evaluating human resources

## **⇒ Contents (syllabus)**

<b>Course (chapters/subchapters)</b>
DEFINITION OF HUMAN RESOURCES MANAGEMENT - PERSPECTIVE OF SUSTAINABLE RURAL DEVELOPMENT.
COMPARATIVE ASPECTS AND TRENDS IN HUMAN RESOURCES MANAGEMENT
SOCIAL BALANCE SHEET OF HUMAN RESOURCES
ORGANIZATIONAL-VARIABLE CULTURE OF HUMAN RESOURCES MANAGEMENT
EMPLOYEE CAREER MANAGEMENT
PROFESSIONAL SELECTION
WORKING GROUPS
HUMAN RESOURCES MANAGEMENT IN SUSTAINABLE DEVELOPMENT

<b>Seminar</b>
Case study on the organizational climate in agricultural holdings
Analysis of the recruitment and selection process of human resources
Interpersonal relations in economic units
Defining interpersonal relations in agricultural units
Case study on the organizational climate in agricultural holdings
Organizing HRM activity in the conditions of sustainable rural development
Job satisfaction

## Bibliography

1. **Alecu I., Merce E., Pană D., Sămbotin L., Ciurea I., Bold I., Dobrescu N., 2001-** *Managementul exploatațiilor agricole*. Editura Ceres, București.
2. **Anghel Constantinescu D. , Dobrin M. Niță S., Niță Anca, 1999** – *Managementul resurselor umane*, Editura Tehnică, București.
3. **Brezuleanu S, 2009** – *Management în agricultură* . Editura Tehnopres Iași
4. **Brezuleanu S, 2004** – *Management agricol teorie și practică*. Editura Performantica Iași
5. **Ciurea, I. V., 2005** – *Management* .Editura „I. Ionescu de la Brad”, Iași.
6. **Russu, C. 1996** – *Management*, Editura Expert.
7. **Lefter V., Manolescu A, 1995** – *Managementul resurselor umane*; Editura Didactică și Pedagogică R.A., Bucuresti.
8. **Păunescu, I. 2000** – *Managementul resurselor umane-studii de caz*, Editura Eficient, București

## Evaluation

Evaluation form	Evaluation Methods	Percentage of the final grade
Exam	Oral examination	40%
Appreciation of the activity during the semester	Oral assessment during the semester, verification tests; colloquium.	60%

## Contact

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