

## **Presentation of the professional Master degree program**

### **ORGANIZATIONAL MANAGEMENT**

The professional Master degree program *Organizational Management* (MGO) is part of the Faculty of Management-Marketing, Management domain, as a distinct full-time program, taught in Romanian, with the duration of 2 years / 4 semesters.

This program is a major element of the bachelor-master-PhD cycle and it is compatible with the Master degree studies (in terms of mission, objectives and curricula) organized in other universities in Romania and Europe, that prepare experts in this domain or related domains, in compliance with the commitments undertaken under the Bologna Declaration.

The professional Master degree program *Organizational Management* (MGO) deals with issues related to the bachelor specialization entitled *Management*, and it is a higher qualification extension of the bachelor degree program.

The professional Master degree program *Organizational Management* (MGO) is meant for:

- Graduates of the bachelor degree programs in Management;
- Graduates of the bachelor degree programs in Economic Sciences;
- Graduates of bachelor degrees in other fields than economic, who want specialized training in Management;
- Professionals from companies, graduates of bachelor degree programs who are already employed and have practical experience.

The aim of the professional Master degree program *Organizational Management* (MGO) is to train high-quality experts in *management*, through acquiring specialized knowledge and forming abilities, values and attitudes for creating businesses, strategic management, change management, project management, adjustment of the organizational structure and culture to the strategic version chosen by the organization, and developing research knowledge and research abilities in management.

After graduating the professional Master degree program *Organizational Management* (MGO), the graduates acquire knowledge, competences, values and attitudes typical of the Master degree that shall give them the opportunity to be hired in management and

coordination positions and to add value to their competences in business developed on their own, and to study further on in universities.

The Master degree program *Organizational Management* (MGO) has the following overall objectives in its academic curricula:

- ✓ To enhance the students' ability to understand and acquire notions taught through seminars, practical work and individual or team research;
- ✓ To have the students acquire theoretical notions and modern techniques regarding theory and practice of management, needed to solve issues related to the managerial activity;
- ✓ To ensure information according to the requirements of practicing organizational management and HR management under best conditions;
- ✓ To have the students promote, after graduation, of an open standpoint in decision-taking in their organizations and to have them adopt the best decisions in terms of resource allocation and usage;
- ✓ To enhance the ability of the students to use modern methods and techniques for research in organizational management;
- ✓ To create a new mentality in terms of importance and performance of scientific research;
- ✓ To encourage open exchange of ideas and experience during didactic activities and scientific research;
- ✓ To use the scientific tools and specialized, updated information needed for strategic and multidimensional approach of organizations;
- ✓ To ensure interdisciplinarity, for professional development, to create a culture of quality;
- ✓ To teach students theory and practice according the requirements of the European and international market and the requirements of the employers;
- ✓ To teach a specialized language, to develop the ethical spirit and social responsibility, and the ability to change society;
- ✓ To develop the motivation for lifelong learning and self-improvement.

The Master degree program *Organizational Management* (MGO) has the following *specific objectives*:

- ✓ To form the students the analysis-synthesis ability for economic processes and phenomena;
- ✓ To have the students identify, interpret and use, in contexts, managerial concepts typical of the competition economy;
- ✓ To have the students understand and analyze the specific legislation and to develop ethical behaviour;
- ✓ To develop the commitment for professional development;
- ✓ To develop the ability to interpret in a logical reasoning all aspects related to the organization and operation of business organizations;
- ✓ To develop the ability to base decisions on economic and financial information in business organizations;
- ✓ To develop the ability for analysis and diagnosis for the company results;
- ✓ To develop the ability to initiate, implement and complete complex, specialized projects, and to initiate partnerships with national and international entities;
- ✓ To fundament systems, capabilities and strategies for development and diversification of the business environment;
- ✓ To fundament pre-feasibility and feasibility studies for investments;
- ✓ To design strategies for overall development of the organization (marketing strategies, promotion etc.);
- ✓ To develop the ability to analyze and interpret business realities;
- ✓ To analyze the demand and the supply and to define the market position;
- ✓ To design promotional strategies, policies and programs;
- ✓ To design diagnoses, business plans, production programs etc.;
- ✓ To develop the ability to assess assets;
- ✓ To design, implement and develop quality management systems and integrated management systems;
- ✓ To use IT and knowledge in the management of organizations;
- ✓ The ability to lead groups, to run processes and the lead organizations, to assess situations and to take decisions, to give advice in decision-taking;
- ✓ To design, develop and implement managerial strategies to ensure the organization competitiveness in the domestic and international market;
- ✓ To apply various management methods to assess and fundament managerial decisions;
- ✓ To develop communicational abilities and organizational behaviour.

*Competences* of the graduates of the Master degree program *Organizational Management* (MGO):

➤ *Professional competences:*

C1. To use concepts, principles and tools for monitoring and analysis of the organizational realities and of the economic and social environment;

C2. To perform the diagnosis-analysis of the economic and managerial performance in an organization;

C3. To fundament and apply complex strategies and programs regarding the organizational management;

C4. To assess the relations among institutions and organizations in the economic and social environment.

➤ *Transversal competences:*

CT1 – to apply values and ethics in a responsible performance of complex professional tasks under circumstances of autonomy and professional independence, to promote logical reasoning, practical applicability, assessment and self-assessment in decision-taking;

CT2 – to perform roles typical of the team work according to the hierarchy, including management roles and promoting dialogue, cooperation, positive attitude and diversity, continuous improvement of one's own activity;

CT3 – to perform self-assessment and diagnosis of the need for continuous training in order to create conditions for career advancement and adjustment to the dynamics of the social context and economic environment.

Given these competences, the graduates of the Master degree program *Organizational Management* (MGO) have a wide range of opportunities for careers and a wide range of jobs in various organizations, both public and private, from SMEs to multinationals. After finishing their studies, the graduates of the Master degree program *Organizational Management* (MGO) will have access, depending on their professional aspirations, personality and personal development, to jobs in management, as project manager, industrial strategy expert, manager in process improvement, and other occupations according to the Romanian Occupations Catalogue (COR) / ISCO 08 and the requirements of the employers on the labour market.

*The curricula* of the Master degree program *Organizational Management* (MGO) includes compulsory and optional subjects, the practical sessions and a session for dissertation

The subjects studied cover all the issues of the domain. Among the subjects studied: Organizational and managerial behavior, Strategies of investment financing, Business strategies, Structures and performance in organizations, Risk analysis in managerial decision, Quantitative methods in management, Competition in the business environment, Management in cooperative organizations, Theory of games and negotiation, Scientific research methodology, Academic ethics and integrity, compulsory subject.

Optional subjects: Management of production systems, Management, of sales, Economic policies, HR strategies and policies, Management of European projects, Management of design and launching products and services, Negotiation in international business, Organizational psychology.

The practical session takes place in the 1<sup>st</sup> semester of the 2<sup>nd</sup> year of study, under a Practical session guide, available to students at <https://www.artifex.org.ro/graficul-activitatilor/practica-studentilor/>.

The master degree study program ends with the writing and the defending of the dissertation. To pass the dissertation exam, 10 credit points are given in addition to the credit points accrued during the study program (120 ECTS).

**Admission** to the Master degree program *Organizational Management* (MGO) takes place according to the Methodology regarding the organization and implementation of the admission exam for bachelor and master degree programs.

Documents needed for enrollment for the admission exam:

- bachelor degree diploma or equivalent, original and copy;
- diploma supplement or equivalent, original and copy;
- birth certificate, original and copy;
- marriage certificate , original and copy (if the case);
- identity document (copy);
- standard medical certificate, issued by authorized medical offices, certifying that the applicants are able to enroll in higher education;
- 3 photos, 3/4;

- receipt certifying the payment of the enrolment fee (paid at the university cash office);
- framework- agreement for the schooling period (received upon enrolment);
- enrolment sheet, filled in and signed by the applicant, upon enrolment;
- envelope document folder.

The tuition fees for the master program Master degree program *Organizational Management* (MGO) can be found here: <https://www.artifex.org.ro/taxe-si-tarife/>.

Enrolment is subject to the number of places approved by ARACIS and published in a G.D. in the current year, and ARACIS standards for master degrees are complied with. More information can be found here: <https://www.artifex.org.ro/admitere/>.

*Looking forward to having you our students and partners!*