SYLLABUS

1. Data about the program of study

1.1	Institution	Technical University of Cluj-Napoca
1.2	Faculty	Faculty of Automotive, Mechatronics and Mechanical Engineering
1.3	Department	Department of Mechatronics and Machine Dynamics
1.4	Field of study	Mechatronics and Robotics
1.5	Cycle of study	Bachelor of Science
1.6	Program of study/Qualification	Mechatronics
1.7	Form of education	Full time

2. Data about the subject

2.1	Subject name			*Social and Humanistic Subject II*		Subject code	16.10
2.2	Course responsible/lecturer			Cadru didactic asociat, Bogdan Rusu – r26bo@yahoo.com			
2.3	Teachers in charge of seminars			Cadru didactic asociat, Bogdan Rusu – r26bo@yahoo.com			
2.4 Year of study	1	2.5 Semester	2	2.6 Assessment			C
2.7 Subject category DID DOB	Formative category						DC
	Optionality						DOP

3. Estimated total time

3.1 Number of hours per week	2	of which	3.2 Course	1	3.3 Seminar	1	3.3 Laboratory		3.3 Project	
3.4 Total hours in the curriculum	28	of which	3.5 Course	14	3.6 Seminar	14	3.6 Laboratory		3.6 Project	

3.7 Individual study:	
(a) Manual, lecture material and notes, bibliography	10
(b) Supplementary study in the library, online and in the field	6
(c) Preparation for seminars/laboratory works, homework, reports, portfolios, essays	2
(d) Tutoring	2
(e) Exams and tests	2
(f) Other activities	0

3.8 Total hours of individual study (sum (3.7(a)...3.7(f)))	22
3.9 Total hours per semester (3.4+3.8)	50
3.10 Number of credit points	2

4. Pre-requisites (where appropriate)

4.1	Curriculum	
4.2	Competence	

5. Requirements (where appropriate)

5.1	For the course	The academic discipline requires respect for the teacher, the starting and finishing time of the course. The course will be held in a classroom with a blackboard, using the video projector and its

		screen as teaching aids. As far as teaching methods are concerned, this course will be interactive, two-way communication No other preoccupations of any kind are tolerated during the teaching activities, cell phones or other devices must be kept switched off.
5.2	For the applications	Completion of seminar activities is a condition for admission the final form of assessment in this subject. The academic discipline requires the respect of the teaching staff, the starting and finishing time of the seminar. No other concerns of any kind are tolerated during during teaching activities, cell phones or other devices must be kept switched off.

6. Specific competences

Professional competences	C 1. Identify, define, use concepts from fundamental sciences specific to the field of engineering C 1.1 Express, through written and oral communication, in technical language, the theoretical foundations of engineering C 1.2 Formulate hypotheses and operationalize concepts - key to explaining and interpreting processes in mechanical engineering C 1.3 Selection of principles, methods and research - design procedures in order to solve specific engineering problems C 1.4 Comparative analysis of data and their evaluation, based on the theories and methods used in applied research of mechanical systems, in well defined contexts
Cross competences	CT 1 Respectarea principiilor, normelor şi valorilor codului de etică profesională, prin abordarea unei strategii de muncă riguroase, eficiente şi responsabile în rezolvarea şi în luarea deciziilor CT 2 Aplicarea tehnicilor de relaţionare şi de muncă eficientă în echipă multidisciplinară, pe diverse paliere ierarhice, în cadrul colectivului de lucru – managementul de proiect specific CT 3 Utilizarea adecvată a metodelor şi a tehnicilor eficiente de învăţare pe durata întregii vieţi; utilizarea adecvată de informaţii şi comunicarea orală şi scrisă într-o limbă de circulaţie europeană

7. Expected learning outcomes

Knowledge	acquiring knowledge in the field of human resources
Skills	- effective management of an organization's human resources

Responsibility and autonomy	demonstrating a responsible yet independent approach to human resources management

8. Discipline objectives (as results from the *key competences gained*)

8.1	General objective	- Identifying effective human resource management strategies in the technical field
8.2	Specific objectives	- Knowledge and assumption of principles underpinning management human resources; - Promoting a behavior oriented towards the effective attraction of human resources in the process of starting and running a business in the technical field

9. Contents

9.1. Lecture (syllabus)	Number of hours	Teaching methods	Notes
1. Introduction: work and human resources; basic concepts in the field of human resources; general objectives of effective human resources management; Career path shaping: self-knowledge; specific interests and motivations	2	- exposure; - heuristic conversation; - brainstorming	Video projector
2. Effective strategies in building your personal portfolio	2		
3. Strategies in human resources development	2		
4. Effective staff selection methods	2		
5. Assessing performance, motivating and rewarding employees	2		
6. Effective strategies for starting a business in the field of technical	2		
7. Business success and ethics in human resources	2		
9.2. Seminars /Laboratory/Project	Number of hours	Teaching methods	Notes
1. Questionnaires and applications - effective strategies in career mapping; Psychological and career orientation tests	2	- role-playing games; - case studies; - portfolio	- teaching aids: video projecto r
2. Personal portfolio document templates	2		
3. Career planning	2		
4. Employee and employer - role play	2		
5. Applications - self-assessment and internal evaluation form; concrete situations of effective employee motivation; concrete contexts of effective rewarding of employees	2		

6. Effective realization of a business plan; role-play - practicing different leadership styles	2		
7. Risk and success in technical business; code of ethics	2		

Bibliography

1. Bădescu, A., (2008), *Managementul resurselor umane: manualul profesionistului*, Editura Brumar, Timişoara, 2008;
2. Câmpeanu - Sonea, E., Osoian, C., Sonea, A., (2003), *Managementul Resurselor Umane: Sinteze, Cazuri, Probleme*, Editura Presa Universitară Clujeană, Cluj-Napoca;
3. Chişu, V., (2002), *Manualul specialistului în resurse umane*, Editura Irecson, Bucuresti;
4. Lupşa, E., Bratu, V., (2005), *Educaţie antreprenorială*, Editura Corvin, Deva

Manolescu, A., (2001), *Managementul resurselor umane*, Editura Economică, Bucureşti

10. Bridging course contents with the expectations of the representatives of the community, professional associations and employers in the field

The skills acquired through this discipline will be of real use in outlining a career path appropriate to the specialization, in understanding the importance of human resources in carrying out business activities, in promoting effective strategies for human resources management.

11. Evaluation

Activity type	11.1 Assessment criteria	11.2 Assessment methods	11.3 Weight in the final grade
11.4 Course	Exam	Written test	50%
11.5 Seminars /Laboratory/Project	Participation in the realization of applications	Portofolio	50%
11.6 Minimum standard of performance			
- Knowledge of course content - Portfolio realization - Attendance to 50% of the lectures and 75% of the seminars			

Date of filling in:	**Responsible**	**Title Surname Name**	**Signature**
11.05.2026	Courses	CDA Bogdan Rusu	
	Applications	CDA Bogdan Rusu	

Approval from the Head of the Department coordinating the course, only if this is different from the department organizing the study program.	Head of Department ART Prof.Dr.Ing, Istvan Barabas

Date of approval in the Department of Mechatronics and Machine Dynamics 28.05.2026	Head of Department Prof.dr.eng. Mircea Bara
Date of approval in the Faculty of Automotive, Mechatronics and Mechanical Engineering 16.09.2026	Dean Prof.dr.eng. Nicolae Filip