

University		Ecological University of Bucharest		
Faculty		Psychology		
Department		Psychology and Education Sciences		
Pos. in organization chart		13		
Position		Associate Professor		
Subject matters		Organisational and managerial psychology – Bachelor Program. Organisational and managerial psychology 1 – Master Program (Organisational psycho-sociology); Organisational and managerial psychology 2 (Managerial psycho-sociology).		
Scientific field		Psychology		
Details		Associate Professor, pos. 13. - Organisational and managerial psychology : 2 h/lecture + 2 h/semnar / week – full-time frequency Bachelor Program, 4 th semester; 2 h/seminar / week – part-time frequency Bachelor Program, 4 th semester; - Organisational and managerial psychology 1 (Organisational psycho-sociology) : 2 h/lecture / week / 1 st semester full-time frequency Master Program; - Organisational and managerial psychology 2 (Managerial psycho-sociology) : 2 h/lecture / week / 2 nd semester full-time frequency Master Program;		
Attributions/activities		- lecturing / laboratory hours, according to the education plan and the record of the respective disciplines; - assessment activities during the course and the final evaluation; - coordination of the practical activities of the students; -the students’ scientific work coordination; - thesis coordination; - participating in the scientific research activity of the department; - elaborating courses, monographs, articles / scientific studies.		
Minimal income		the minimum wage is guaranteed according to the legal provisions		
Calendar				
Official publication date		26.11.2019, Monitorul Oficial al României, Partea a III-a, Nr. 1398		
Enrolment period		Start	End	
		26.11.2019	12.01.2020	
Date of lecture		29.01.2020		
Time		11:00:00 (Romania’s time)		
Venue		Ecological University of Bucharest Psychology Faculty Bd. Vasile Milea nr.1G, sector 6, București, Corp C, et. 4, Hall AIV.02/Hall AIV.07		
Results publication		Start	End	
		03.02.2020	03.02.2020	
Period of appeals	Registration	Start	End	
		03.02.2020	05.02.2020	
	Resolution	Start	End	
		06.02.2020	07.02.2020	
Subjects		Associate Professor, Pos. 13. An important percent of psychology disciplines is structured on the relation between people and their activity. In relation to this classification criterion, we distinguish a series of disciplines, named according to their approach perspectives, as follows: work psychology, industrial psychology, organizational psychology, managerial psychology, industrial-organizational psychology, personnel psychology, human resources psychology, organisational and managerial psychology. This position refers to th		

following disciplines: *Organisational and managerial psychology* – Bachelor Program, one semester *Organisational and managerial psychology* – Master Program, two semesters, with the following distribution: *Organisational and managerial psychology 1* (Organisational psycho-sociology) and *Organisational and managerial psychology 2* (Managerial psycho-sociology).

***Organisational and managerial psychology* – Bachelor Program**

Themes: 1. Theoretical framework of the discipline organizational and managerial psychology; 2. Research methods and techniques used in organizational and managerial psychology; 3. Establishment of organizations. Recruitment, selection and professional integration; 4. Working group. Training, analysis, normativity, conformism; 5. The relation between behavior, climate and culture in organizations; 6. Organisational communication; 7. Motivation, evaluation and organizational backing; 8. Structuring, development and organizational change; 9. Fundamentals of management and leadership; 10. Theories, models and leadership styles. 11. Negotiation and conflict in organizations; 12. Pathology, health and organizational justice.

Selective Bibliography:

1. Avram, E., (2007), *Psihologie organizațional-managerială. Perspective aplicative*, București: Ed. Universitară; 2. Avram, E., Cooper, C.L., (2008), *Psihologie organizațional-managerială. Tendințe actuale*, Iași: Polirom; 3. Bogathy, Z., coord., (2004), *Manual de psihologia muncii și organizațională*, Iași: Editura Polirom; 4. Bulzan, C. (2008), *Psihosociologie organizațională și managerială*, Craiova: Editura Universitaria; Leavitt, H.J.K. , Homa Bahrami (1988). *Managerial Psychology: Managing Behavior in Organizations*, Chicago: University of Chicago Press, 5. Luca, M. R., (1997), *Curs de psihologie a muncii și organizațională*, Brașov: Universitatea Transilvania; 6. Vlăsceanu, M. (2003), *Organizații și comportament organizațional*, Iași: Editura Polirom; 7. Zlate M. (2004). *Leadership și Management*, Iași: Polirom; 8. Zlate, M., (2004, 2007), *Tratat de psihologie organizațional managerială*, Vol. I și II, Iași: Polirom.

***Organisational and managerial psychology 1 (Organisational psycho-sociology)* – Master Program**

Themes: 1. Theoretical framework of organizational psychology; 2. Research methods and techniques used in organisational psycho-sociology; 3. Fundamental psychosocial processes in organisational structuring. Attraction and socialization; 4. Productive and counterproductive behaviours in organizations; 5. Fundamentals of group behaviour; 6. Motivation, satisfaction and organisational performance; 7. Organizational culture; 8. Research, development and organisational change.

***Organisational and managerial psychology 2 (Managerial psycho-sociology)* - Master Program**

Themes: 1. Theoretical framework of managerial psychology; 2. Fundamentals of management and leadership; 3. Leadership theories and models; 4. Leadership styles; 6. Decision models in organizations; 5. Managers-employees communication models; 6. Professional career management; 8. Organizational stress management; 9. Negotiation and conflict in organizations; 10. Organizational health and security; 11. Personality and managerial ethics.

Selective Bibliography:

1. Armstrong, M. (2009). *Armstrong's handbook of management and leadership. A guide to managing for results (2nd edition)* London: Kogan Page; 2. Avolio, B. J. & Bass, B. M. (2002). *Developing potential across a full range of leadership*. New Jersey: Lawrence Erlbaum Associates; 3. Avram, E., (2007), *Psihologie organizațional-managerială. Perspective aplicative*, București: Ed. Universitară; 4. Avram, E., Cooper, C.L., (2008), *Psihologie organizațional-managerială. Tendințe actuale*, Iași: Polirom; 5. Bogathy, Z., coord., (2004), *Manual de psihologia muncii și organizațională*, Iași: Editura Polirom; 6. Bulzan, C. (2008), *Psihosociologie organizațională și managerială*, Craiova: Editura Universitaria; 7. Burloiu, P., (1997), *Managementul resurselor umane*, București, Ed. Lumina Lex; 8. Chirică, S. (1996). *Psihologie organizațională. Modele de diagnostic și intervenție*. Cluj-Napoca: Casa de editură și consultanță „Studiul organizării”; 9. Constantin, T. (2012). *Pregătirea și realizarea evaluării psihologice individuale – Norme, metodologie, proceduri*. Iași: Polirom; 10. DuBrin, A.J. (2013). *Principles of leadership*. Canada: South Western, Cengage Learning; 11. Furham, A., (1994) *The Psychology of Behaviour at Work*. Hove East Sussex, UK: Psychology Press; 12. Furham, A., (1997), *Personality at Work*. London: Routledge; 13. Luca, M. R., (1997), *Curs de psihologie a muncii și organizațională*, Brașov: Universitatea Transilvania; 14. Northouse, P.G. (2013). *Leadership. Theory and Practice* (6th edition). Los Angeles: Sage; 15. Pânișoară, G. (2009). *Comportament organizațional aplicat: Aspecte de psihologie managerială*. București: Ed. Universității din București. 16. Pânișoară, G., & Pânișoară, I. O. (2016). *Managementul resurselor umane* (ed. 3). Iași: Polirom; 17. Vlăsceanu, M. (2003), *Organizații și comportament organizațional*,

	Iași: Editura Polirom; 18. Zlate M. (2004). <i>Leadership și Management</i> , Iași: Polirom; 19. Zlate, M., (2004, 2007), <i>Tratat de psihologie organizațional managerială</i> , Vol. I și II, Iași: Polirom.
Procedure	Available at http://www.ueb.ro/manag_calitate/regulamente/METODOLOGIA/DE/ORGANIZARE/DEFASURARE/SI/FINALIZARE/CONCURS/CADRE/DIDACTICE/SI/DE/CERCETARE/2018.pdf
Documents required for registration	<ol style="list-style-type: none"> 1. Guard Page 2. Opis/Documents list 3. The application for registration, signed by the candidate, that includes the statement on his own responsibility regarding the veracity of the information presented in the file. 4. A proposal the candidate's academic career development, where both teaching and the scientific research activities are concerned. The proposal is drafted by the candidate, contains a maximum of 10 pages and is one of the main criteria for separating the candidates. 5. Curriculum vitae on paper back and in electronic format, which must include, among other relevant information: <ol style="list-style-type: none"> a. Details about the candidate's studies and diplomas; b. Details about the candidate's professional experience and previous work places; c. Details about the research projects the candidate has been part of, as well as the grants that the candidate secured, if any, with indication of the source of financing, the financed sum and the main publications or patents that resulted from each project; d. Details about the candidate's prizes sau or other recognitions of their scientific contributions. 6. Detailed list of papers on paper back and in electronic format, with the following structure: <ol style="list-style-type: none"> a. A maximum of 10 papers, considered by the candidate to be the most relevant, in electronic format, which can include any of the publications requested below; b. PhD Thesis; c. Patents; d. Books and book chapters; e. Research articles/studies in extenso, published in journals from the main international scientific stream; f. Papers in extenso, published in the main international conferences volumes; g. Other papers and scientific contributions. 7. Documents regarding PhD diploma: a copy of the PhD diploma and, if the title is obtained outside Romania, the certificate of recognition or equivalence. 8. Summary, in Romanian and in a language of international circulation, of the doctoral thesis, on a maximum of one page each. 9. Declaration of responsibility assumption signed by the candidate, indicating the incompatibility situations which might arise, according to Law no. 1/2011, or the lack there of. 10. Copies of other diplomas attesting to the candidate's studies: baccalaureate, BA and / or Master's degree, study certificates, etc. 11. Copy of the identity card or, if the candidate does not have an identity card, the passport or any equivalent document. 12. Copies of the documents attesting to the change of the candidate's name, if applicable. 13. Maximum 10 publications, patents pr other relevant papers, in electronic format, selected by the candidate as most significant for their professional accomplishments. The papers which are not available in electronic format are to be presented on paper back copies. 14. Check list for meeting the university's criteria, whose model is presented in the annexes of the competition methodology, must be completed and signed by the candidate. 15. The names and contacts of at least three referees relevant for the domain in question, from Romania or from abroad, without any connection to the Ecological University of Bucharest, who are willing to give their recommendation in support of the candidate. <p>In accordance with the methodology available at: http://www.ueb.ro/manag_calitate/regulamente/METODOLOGIA/DE/</p>

	ORGANIZARE/ DESFASURARE/SI/FINALIZARE/CONCURS/CADRE/DIDACTICE/SI/DE/CERCETARE/2018.pdf	
Mailing address	Universitatea Ecologică din București / Ecological University of Bucharest Facultatea de Psihologie / Faculty of Psychology Bd. Vasile Milea nr.1G, sector 6, București, România. Corp C, et. 2, Psychology and Education Sciences Department Telephone: 021.316.79.32; Fax: 021.316.63.37; e-mail: psihologie@ueb.ro Mondays, between 10.00-16.00 Wednesdays, between 10.00-16.00 Contact person: Associate Professor Irina Anca Tănăsescu – Head of the Psychology and Education Sciences Department Tel. +40735.519.229; e-mail: irina.anca.tanasescu@gmail.com Lecturer Constantin-Edmond Cracsner – Dean of Psychology Tel. +40722.508.360; e-mail: edypsy@yahoo.com	
Evaluation Committee	Associate Professor Irina Anca Tănăsescu Associate Professor Ruxandra Gherghinescu Associate Professor Georgeta Pânișoară Associate Professor Violeta Rotărescu Associate Professor Csaba Kiss Associate Professor Petru Mihai Craiovan Associate Professor Mihaela Chraif	- president, Ecological University of Bucharest - member, Ecological University of Bucharest - member, University of Bucharest - member, University of Bucharest - member, Hyperion University - Bucharest - substitute member, Titu Maiorescu University - Bucharest - substitute member, University of Bucharest
Appeals Committee	Associate Professor Tamara Bîrsanu Associate Professor Marius-Eleodor Milcu	- member, Ecological University of Bucharest - member, Lucian Blaga University - Sibiu