

Presentation of the professional Master's degree program

ORGANIZATIONAL MANAGEMENT

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

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

- Graduates of the bachelor's degree programs in Management;
- Graduates of the bachelor's degree programs in Economics;
- Graduates of bachelor's degrees in other fields, who wish to get specialized training in Management;
- Professionals from companies, graduates of bachelor's degree programs who are already employed and have practical work experience.

The aim of the professional Master's degree program *Organizational Management* (MGO) is to train high-quality experts in **management**, through acquiring specialized knowledge and developing skills, 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 abilities in management.

After completion of the professional Master's degree program *Organizational Management* (MGO), the graduates will acquire specific knowledge, competences, values and attitudes that will provide opportunities to get hired in managerial and non-managerial positions or to add value to businesses of their own, as well as to further their academic education.

The Master's degree program *Organizational Management* (MGO) has the following **general 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 of management, needed to solve business administration issues;
- ✓ To ensure an information base according to the requirements and best practices of organizational management and HR management;
- ✓ To have the students promote, after graduation, an open standpoint in decision-making and adopt the best decisions in terms of resource allocation and usage in their organizations;
- ✓ To enhance students' ability to use modern research methods and techniques 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 in teaching activities and scientific research;
- ✓ To use scientific tools and specialized, updated information needed for a strategic and multidimensional approach of organizations;
- ✓ To ensure interdisciplinarity for professional development, in order to create a quality culture;
- ✓ To teach students theory and practice according to the demands of the European and international market and the requirements of the employers on the labor market;
- ✓ To teach specialized jargon, to develop ethical spirit and social responsibility and the ability to change society for the better;
- ✓ To develop motivation for lifelong learning and self-improvement.

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

- ✓ To develop students' analysis and synthesis abilities to understand economic processes and phenomena;
- ✓ To have the students identify, interpret and use, in context, managerial concepts typical of the competitive market;
- ✓ To have the students understand and analyze the specific legislation and develop ethical behavior;
- ✓ To develop the commitment for professional development;

- ✓ To develop the ability to interpret, through logical reasoning, all aspects related to the organization and operation of business;
- ✓ To develop the ability to make decisions based on economic and financial information in business organizations;
- ✓ To develop the ability for analysis and diagnosis of company performance;
- ✓ To develop the ability to initiate, implement and complete complex, specialized projects and to initiate partnerships with national and international entities;
- ✓ To develop systems, capabilities and strategies for the improvement and diversification of the business environment;
- ✓ To conduct pre-feasibility and feasibility studies for investments;
- ✓ To design strategies for the overall development of an organization (marketing strategies, promotion etc);
- ✓ To develop their ability to analyze and interpret business facts;
- ✓ To analyze the demand and the supply and to define market positioning;
- ✓ To design promotional strategies, policies and programs;
- ✓ To design diagnoses, business plans, production programs etc.;
- ✓ To develop the ability for assets evaluation and expertise;
- ✓ To design, implement and develop quality management systems and integrated management systems;
- ✓ To use knowledge and digital skills in the management of organizations;
- ✓ To develop the ability to lead groups and organizations, to run processes, to assess situations and to make decisions and give advice in decision-taking;
- ✓ To design, develop and implement managerial strategies, in order to ensure the organization's competitiveness on the domestic and international market;
- ✓ To apply various managerial methods in order to assess and substantiate executive decisions;
- ✓ To develop communication abilities and organizational behavior.

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

➤ **Professional competences:**

- To provide consultancy on efficiency improvement;
- To manage project evaluation indicators;
- To propose improvement strategies;

- To coordinate the alignment of efforts towards business development;
- To develop company strategies;
- To perform data analysis;
- To interpret commercial information;
- To improve business processes;
- To manage business information;
- To create a work environment dedicated to continuous improvement;
- To identify key performance indicators;
- To encourage teams towards continuous improvement;
- To analyze improvement options for production processes;
- To include economic criteria in the decision-making process;
- To assess financial viability.

➤ ***Cross-curricular competences:***

- Provides guidance to others;
- Approaches challenges positively;
- Trains others;
- Organizes information, objects and resources;
- Solves problems.

Given the above competences, the graduates of the Master's degree program *Organizational Management* (MGO) have a wide range of hiring opportunities and careers in various organizations, both public and private, ranging from SMEs to multinationals. After finishing their studies, the graduates of the *Organizational Management* (MGO) Master's degree program will have access, depending on their professional aspirations, personality and personal development, to both executive and non-executive positions, such as *project manager*, *business strategy expert*, *process improvement manager*, as well as 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's degree program *Organizational Management* (MGO) include required and elective subjects, an internship period and a dissertation session.

The subjects studied cover all the issues of the domain, offering students all the necessary tools for an in-depth study of organizational management in various industries and economic sectors. Among the required subjects, there are: Organizational and managerial behavior, Financing strategies for investments, Strategies for business, organizational

structure and performance, Risk analysis in managerial decision-making, Quantitative methods in management, Competition in the business environment, Cooperative organizations' management, Negotiation and game theory, Scientific research methodology and the required course *Academic Ethics and Integrity*.

In addition, there are *elective* courses: Production systems management / Sales management; Economic policies / Human Resources strategies and policies; European project management / Management of product and service design and launch; International business negotiation / Organizational psychology and *optional* courses: Marketing management and Financial management.

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

The master's degree study program ends with the writing and defending of the dissertation paper. Upon passing the dissertation exam, 10 credit points are awarded, in addition to the credit points accrued during the study program (120 ECTS).

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

Enrollment documents required:

- Bachelor's 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 applicable);
- 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 size);
- receipt certifying the payment of the enrolment fee (paid at the university cash office);
- framework tuition agreement for the schooling period (received upon enrolment);
- enrolment sheet, filled in and signed by the applicant (upon enrolment);
- paper folder (envelope type).

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

Enrolment is limited by the number of places approved by ARACIS and published in a G.D. in the current year and complies with the ARACIS standards for master's degree programs.

For more information, visit: <https://www.artifex.org.ro/admitere/>.

We look forward to having you as our students and partners!