



**TEMATICA pentru examenul de  
ADMITERE la DOCTORAT domeniul Management  
sesiunea 2023**

1. Paradigms and theories in HRM (Paradigme și teorii în domeniul Managementul Resurselor Umane)
  1. Organization behaviour theory
  2. Motivation theory
  3. AMO (Ability, Motivation, Opportunity) and Self determination theory
  4. Human capital theory
  5. Resource-based view
  6. Institutional theory
  7. Transaction costs theory and social exchange theory
  8. Agency theory
  9. Contingency theory
  10. Psychological contract
  11. Social information processing theory
  12. Equity theory
  13. Job demands-resource model
  14. Conservation of resources theory
2. Study fields focused on HR: Strategic HRM, Sustainable HRM, Green MRU, Talent Management, International HRM (Abordări de studiu al resurselor umane: Strategic HRM, Sustainable HRM, Green MRU, Talent Management, International HRM)
3. Quantitative research methods and statistics (Metode avansate de analiză statistică cantitativă)
4. Qualitative research methods and qualitative data analysis (Metode de analiză calitativă a datelor)

Examenul și interviul se vor susține în limba engleză

**Bibliografie**

1. Van Beurden, J., Van De Voorde, K., Van Veldhoven, M., 2020, The employee perspective on HR practices: A systematic literature review, integration and outlook, The International Journal of Human Resource Management, 32(6):1-35  
[https://www.researchgate.net/publication/341503293\\_The\\_employee\\_perspective\\_on\\_HR\\_practices\\_A\\_systematic\\_literature\\_review\\_integration\\_and\\_outlook](https://www.researchgate.net/publication/341503293_The_employee_perspective_on_HR_practices_A_systematic_literature_review_integration_and_outlook)

2. Bonache, Jaime, Festing, Marion, 2020, Research paradigms in international human resource management: An epistemological systematisation of the field, German Journal of Human Resource Management, Volume: 34 issue: 2, pp. 99-123  
<https://journals.sagepub.com/doi/full/10.1177/2397002220909780>
3. Aust, I., Matthews, B., Muller-Camen, M., 2020, Common Good HRM: A paradigm shift in Sustainable HRM?, Human Resource Management Review, Volume 30, Issue 3, <https://www.sciencedirect.com/science/article/pii/S1053482218303917>
4. Boon, C., Den Hartog, D. N., Lepak, D. P., 2019, A Systematic Review of Human Resource Management Systems and Their Measurement, Journal of Management, Volume: 45 issue: 6, pp. 2498-2537  
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5. Qijie Xiao & Fang Lee Cooke (2020) Towards a hybrid model? A systematic review of human resource management research on Chinese state-owned enterprises (1993–2017), The International Journal of Human Resource Management, 31:1, 47-89  
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6. Hayes, Andrew F., 2018, Introduction to Mediation, Moderation, and Conditional Process Analysis, The Gullford Press (a se contacta coordonatorul de doctorat)
7. Denzin, Norman K., Lincoln, Yvonna S., 2017, The SAGE Handbook of Qualitative Research, Sage Publications (a se contacta coordonatorul de doctorat)
8. Lewin, David, Loudoun, Rebecca, Townsend, Keith, 2017, Handbook of qualitative research methods on human resource management: innovative techniques, Edward Elgar (a se contacta coordonatorul de doctorat)
9. Balnaves, Mark, Caputi Peter, 2001, Introduction to Quantitative Research Methods: An Investigative Approach, Sage Publications Ltd (a se contacta coordonatorul de doctorat)

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Semnatura