



**TEMATICA pentru examenul de
ADMITERE la DOCTORAT domeniul Management
sesiunea 2026**

1. Paradigms and theories in HRM (Paradigme și teorii în domeniul Managementul Resurselor Umane)
 1. Organization behaviour theories
 2. Theoretical approaches in HRM (AMO model, human capital theory, resource-based view, institutional theory, transaction costs theory and social exchange theory, agency theory, contingency theory, psychological contract, social information processing theory, equity theory, job demands-resource model and conservation of resources theory)
2. HR approaches: 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. Artificial Intelligence & HRM.
4. Quantitative research methods and statistics (Metode avansate de analiză statistică cantitativă)
5. Qualitative research methods and qualitative data analysis (Metode de analiză calitativă a datelor)

Examenul și interviul se vor susține în limba engleză

Bibliografie

1. Zhou, Y., Cheng, Y., Zou, Y., Guangjian, L. (2022) E-HRM: A meta-analysis of the antecedents, consequences, and cross-national moderators, *Human Resource Management Review*, 32(4), <https://doi.org/10.1016/j.hrmr.2021.100862>.
2. 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
3. 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>

4. 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>
5. 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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6. 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
<https://sci-hubtw.hkvisa.net/10.1080/09585192.2019.1682030>
7. Hayes, Andrew F., 2018, Introduction to Mediation, Moderation, and Conditional Process Analysis, The Guilford Press (a se contacta coordonatorul de doctorat)
8. Denzin, Norman K., Lincoln, Yvonna S., 2017, The SAGE Handbook of Qualitative Research, Sage Publications (a se contacta coordonatorul de doctorat)
9. 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)
10. 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