



DISCIPLINE ACADEMIC SHEET
ACADEMIC YEAR 2025 – 2026

1. PROGRAMME DATA

1.1. Higher Education Institution	UNIVERSITY OF CRAIOVA
1.2. Faculty	Automation, Computers and Electronics
1.3. Department	Computers and Information Technology
1.4. Field of Study	Computers and Information Technology
1.5. Study level	L(License / Undergraduate)
1.6. Organizational form	IF
1.7. Study Program (name/code) /Qualification	Computers / L2060101010

2. DISCIPLINE DATA

2.1 Discipline Name	Labour legislation						
2.2 Course Activities Holder	Prof. dr. ing. Ilie Diaconu						
2.3. Practical Activities Holder	Prof. dr. ing. Ilie Diaconu						
2.4. Study Year	1	2.5. Semester	2	2.6. Evaluation type	V	2.7. Discipline regime	DFA

3. ESTIMATED TOTAL TIME (hours per semester of teaching activities)

3.1. Number of hours per week	3	in which: 3.2 course	2	3.3. sem./lab./pr.	1
3.4. Total hours of curriculum	42	in which: 3.5 course	28	3.6. sem./lab./pr.	14
3.7. Time distribution - hours/week					hours
Study after manual, course support, bibliography and notes					-
Additional documentation in library, on specialized electronic platforms and field					10
Training seminars / labs, homework, portfolios and essays					19
Tutorial					-
Examinations					2
Other activities.....					2
Total hours per individual activities					33
3.8. Total hours per semester					75
3.9. Number of credits					3

4. PRECONDITIONS (where appropriate)

4.1. of curriculum	•
4.2. of competence	•

5. CONDITIONS (where appropriate)

5.1. of the course	• Lecture room equipped with video projector and laptop.
5.2. of seminar/ laboratory/project	• Lecture room equipped with video projector and laptop.

6. COURSE OBJECTIVES – expected learning outcomes that are supported by completing and passing the course

Knowledge	The student/graduate: Identifies and describes principles of economic and managerial engineering, characteristics of software packages for assisting activities in the field.
Skills (Abilities)	The student/graduate: Appreciates the quality and identifies the limits of the concepts, symbols and representations specific to the field. Selects and applies concepts, principles and methods for solving particular problems in the elaboration of technical, economic and managerial documentation. Applies health and safety standards in solving tasks specific to engineering and management. Evaluates the advantages and limits of software applications for solving tasks specific to engineering and management.
Responsibility and autonomy	The student/graduate: Documents, describes and manages processes specific to engineering project management, taking on different roles in the team and presenting the results. Develops working and communication skills for efficient collaboration in fulfilling tasks specific to engineering and management. Initiates and manages actions for updating professional knowledge specific to the field. Evaluates and capitalizes on business and entrepreneurial development opportunities. Is aware of the aspects of social responsibility and professional ethics.

7. CONTENT

7.1. Course	The method of implementation	Teaching methods	Allocated time (hours)
1. Consultancy in human resources matters.		The lectures are presented with the help of the video projector, using PowerPoint. The strategies used for transmitting and assimilating knowledge: presentation; questioning; deduction. Applied studies based on various cases from the business environment.	2
2. Labour jurisdiction. Conflicts of rights. Material and territorial competence in solving labour disputes. Deadlines for referral to the court.			2
3. Judicial practice in labour disputes.			2
4. Presentation of relevant cases solved by the courts, regarding the conclusion, modification, suspension and termination of the individual employment contract, individual and collective dismissal.			2
5. The internal regulations. Mandatory and optional clauses. Analysis of certain clauses of the regulations and of internal procedures.			2
6. The procedure for the employment and secondment of foreign citizens in			2

Romania.			
7. Analysis of the clauses of a collective labour agreement at company level, in accordance with the legal provisions in force.			2
8. Remuneration and salary policies correlated with staff performance, the efficiency of salary expenses and the motivation and retention of talented employees through the introduction of variable bonuses.			2
9. The usefulness of salary surveys in building a competitive salary system. Presentation of case studies encountered in salary administration practice.			4
10. Employee performance evaluation and variable remuneration. The need to implement a performance evaluation process in the current economic context, in accordance with the new provisions of the Labour Code. The performance evaluation method.			4
11. Employee development. Identifying training needs. Professional training of employees.			2
12. Conflicts of interests. Triggering and resolving conflicts of interests. The strike. Conditions for starting a strike. The obligations of the parties during the strike. Ways of ending a strike. Case law.			2
Bibliography:			
1. Bloy, Marjorie disponibil la http://www.historyhome.co.uk/peel/factmine/factory.htm "The Factory Question" , 2009 2. "Minimum wage (guaranteed)". European Foundation for the Improvement of Living and Working Conditions, 2006. 3. "Statutory Regulations In British Employment Law". Access Solicitor. 2013. 4. I.T. Stefanescu , Codul muncii si legislatie conexa - Legislatie consolidata si Index. Ed. Universul juridic, 2012 5. I.T. Stefanescu, Tratat teoretic si practic de drept al muncii Ed. a II-a, Ed. Univers juridic, colectia tratate, 2014.			
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7.2. Seminar/laboratory/project	The method of implementation	Teaching methods	Allocated time (hours)
S1. Case study on conflicts of rights and the resolution of labour disputes in Craiova		The professor announces during the course the topics of the seminars and assigns topics to the students. They will present them during the seminars, and the discussions will take place around these topics.	2
S2. Case study on the conclusion, modification, suspension and termination of the individual employment contract, individual and collective dismissal in Craiova.			2
S3. Case study on the employment and removal from activity of foreign citizens in Craiova.			2
S4. Remuneration and salary policies correlated with staff performance, the efficiency of salary expenses, effectiveness and performance orientation in an IT organization in Craiova.			2
S5. Presentation of case studies encountered in salary administration practice in an IT company in Craiova.			2
S6. Case study on employee development, identification of training needs and employee training in an IT company in Craiova.			2
S7. Case study on triggering and resolving conflicts of interests in an IT organization - study for Craiova.			2

Bibliography:

1. Bloy, Marjorie disponibil la <http://www.historyhome.co.uk/peel/factmine/factory.htm> "The Factory Question" , 2009
2. "Minimum wage (guaranteed)". European Foundation for the Improvement of Living and Working Conditions, 2006.
3. "Statutory Regulations In British Employment Law". Access Solicitor. 2013.
4. I.T. Stefanescu , Codul muncii si legislatie conexa - Legislatie consolidata si Index. Ed. Universul juridic, 2012
5. I.T. Stefanescu, Tratat teoretic si practic de drept al muncii Ed. a II-a, Ed. Univers juridic, colectia

tratate, 2014.
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8. Correlating the content of the discipline with the expectations of representatives from the epistemic community, professional associations and representative employers in the field related to the program

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9. EVALUATION

Activity Type	9.1. Evaluation criteria	9.2. Evaluation methods	9.3. Final mark weight
9.4. Course	Evaluation at the end of the semester	Written test	60%
9.5. Seminar/laboratory/project	S: Ongoing evaluation L: - P: -	Assignments, individual discussions	40%
9.6. Minimum standard of performance			
Obtaining at least grade 5, which certifies the acquisition of a minimum of knowledge in the field of labour legislation.			

Date of Completion	Signature of the Course Activities Holder,	Signature of the Practical Activities Holder,
23.08.2025	Prof. dr. ing. Ilie Diaconu	Prof. dr. ing. Ilie Diaconu

Date of Approval in the Department	Signature of the Department Director,
25.08.2025	Ş.l.dr.ing. Nicolae ENESCU

Date of Approval in the Faculty	Signature of the Dean,
	Prof.dr.ing. Dorin ŞENDRESCU