

**Leadership and Organizational Management**

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The purpose of this paper is to present the importance of the management process and the people that are in charge of it. In the modern era, management is a tough job that requires experience, motivation and hard work. A good perspective and understanding of the society is what makes an organisation succeed in the field of business, regardless of industry. In order to succeed, a manager has to organise, plan and coordinate all the available resources with the aim to accomplish the objectives and goals of the organisation. Lately, we face more and more talks of how digital revolution influences the creative industries. We live times where creativity is a common lifestyle of big cities and not an elitist practice – digitalization could mean both: a huge empowerment for creative industries or a major crisis for some artistic products.

## **About Tolerance In The Contemporary World**

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I confess that it was quite hard to write about a topic that attracts interest in the essay, considering the exceptional work of my colleagues. We chose tolerance in the current context of events that seem to flicker and are not always for a better future.

To begin to understand the meaning of the word "tolerance" and the verb "to tolerate" we must look to culture. According to Article 1 of Declaration of Principles on Tolerance adopted in Paris in the wake of the twenty-eighth general assembly of UNESCO - United Nations Educational, Scientific and Cultural Organization, "Tolerance is respect, acceptance and appreciation of the rich diversity of our world 's cultures , our forms of expression and ways of being human . It is fostered by knowledge, openness, communication, and freedom of thought, conscience and belief. Tolerance is harmony in difference. It is not only a moral duty, it is the policies and legal also requirement. Tolerance, the virtue that makes peace possible, contributes to the replacement of the culture of war by a culture of peace."

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Also, to highlight the correct meaning of the word and to be able to understand the differences that arise from its use in a particular context, it is necessary to know and what is not tolerance.

### **Importanța și rolul comunicării**

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Relațiile interumane au la bază comunicarea prin care individul se cunoaște pe sine și cunoaște oamenii din jurul lui. Întrucât comunicarea reprezintă un proces de interacțiune între persoane, grupuri, ca relație mijlocită prin cuvânt, imagine, gest, simbol sau semn, vom împleni continuu, rezultatele cercetării în domeniu cu experiența din ultimele decenii legată de activitatea din domeniile educației, precum și cu specificul comunicării prin mass media, prin artă, literatură și religie. Aceasta, în primul rând, pentru a sublinia că prin comunicare indivizii își împărtășesc cunoștințe, interese, atitudini, simțăminte, idei.

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Și, mai ales, pot să se transforme, să-și schimbe mentalitatea, să-și însușească un sistem de valori necesar vieții de zi cu zi. Comunicarea interpersonală, cu tot caracterul ei social, nu se poate reduce doar la funcția supraviețuirii, ci trebuie să-și propună un scop mult mai înalt: eficientizarea acțiunilor în raport cu standardele vieții moderne, impuse de o societate integrată, sau pe punctul de a o face, în sistemul de valori democratice.

Privită ca proces în desfășurare, comunicarea constă în transmiterea și schimbul de informații (mesaje) între persoane, în circulația de impresii și comenzi, în împărtășirea de stări afective, de decizii și judecăți de valoare care au ca scop final obținerea de efecte la nivelul particular, interior al fiecărui individ.

### **Comunicarea non-verbală. Microexpresiile Faciale**

Gabriela-Andreea GAVRILIUC

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**Alina-Cristina SEVAC**

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Comunicarea este o acțiune ce constă din emiterea unui semnal, de către o sursă X și transmiterea lui printr-un canal, către un destinatar. În comunicare sunt implicate elemente verbale, nonverbale, paralingvistice și socio-culturale. Comunicarea umană se ocupă de sensul informației verbale, prezentată în formă orală sau scrisă și de cel al informației non verbale, reprezentată de paralimbaj, mișcările corpului și folosirea spațiului.

Fața este folosită mai des decât orice altă parte a trupului „Expresiile faciale subtile sunt cauzate de mici mișcări inconștiente ale mușchilor faciali, iar aceste micro-mișcări, atunci când sunt produse de emoții, sunt aproape imposibil de controlat”.(Mark Frank). Astfel dorim să subliniem că studierea semnalelor faciale este în sine o artă.

**The Importance of Affective Education**

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The contents of this paper aims to highlight issues regarding the link between education, psychological development and emotional development of young student. It also discusses a relatively new concept in the Romanian education - emotional intelligence and propose ways and strategies of developing emotional and social skills of students, so important for academic achievement and for their success in life. Today the school has to show openness to this problem since childhood and adolescence are windows of opportunity to form the essential emotional habits that will dominate our whole existence.

**Keywords:** *emotional intelligence, education, student, social skills, affectivity*

## **Values and Limitations of Monography**

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The monographic method was developed in Romania by Dimitrie Gusti, who proposed to investigate the Romanian village, picking facts, noting onsite reality through explaining, interpreting, and comparing every bit of information; however, it is still regarded as a purely descriptive method. In all its work, Dimitrie Gusti helped develop original Romanian sociologists. The method has been used by other researchers to this day. The work of a monographist is not easy, but the result is remarkable. Personally, I have developed monographs "Monograph Bosanci historic village." Was a research work was worth it, because there in libraries and bookstores no monographs about his village. I believe that we failed to exhaust the subject, so I decided to continue this work.

**Keywords** :value, research monograph, limit, push

## **Universitatea și Provocările Lumii Contemporane**

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În istoria culturală a umanității, universitatea a reprezentat o instituție de educație și de cultură, un centru de cultivare a rațiunii și de cercetare în vederea generării de noi cunoștințe pentru progresul științei și răspândirea culturii. Continuitatea de care s-a bucurat instituția universitară presupune și faptul că ea a suferit modificari importante de-a lungul secolelor. Învățământul universitar care era responsabil în trecut de formarea elitei intelectuale și profesionale a cunoscut treptat o diversificare, pierzând din caracterul elitist și devenind un învățământ de masă. Aceste schimbări manifestate în contextul globalizării explică această tendință de a crea prin intermediul unui proces de reformă europeană la nivelul învățământului universitar denumit Procesul Bologna un Spațiu European al Învățământului Superior (SEÎS)/ European Higher Educational Area (EHEA). Societatea contemporană este angrenată într-un lung proces de schimbare și de modernizare, proces care include sfera socială, economică și politică. În încercarea de a se adapta condițiilor actuale, învățământul superior capătă o importanță tot mai evidentă. Universitatea este nevoită să facă față cu succes problemelor demografice și economice cu care se confruntă și

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să se transforme într-o resursă indispensabilă pentru societate.

### **Cultural Awareness**

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This essay deals with some main issues related to the concept of cultural awareness. It starts with defining the concept and mentioning the basic aspects to be taken into account when it comes to it. Then the levels of cultural awareness are analysed. Last but not least, the essay brings into discussion the idea of cultural education.

Personally, I considered this topic highly important, and focused on the dynamics of our modern society. People travel for business or pleasure, the physical borders between countries being no longer an impediment for good communication, either real or virtual. Under the circumstances, a good cultural awareness is of utmost importance. It is the key to understanding and cooperation, saving us the trouble of misinterpreting or misjudging things, not to mention that it adds to the way in which others look

at us. All in all, a good cultural awareness is essential, being a must have of the modern man.

## **The Importance of Communication in The Prevention and Solving of Conflict**

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The purpose of this paper is to present the importance of communication in the prevention and solving of conflict in the social environment as well as the negative effects of miscommunication. Communication has a decisive role in the life of every person because in this way they manage to know themselves better and emphasize with one another when it is the case. The state of conflict has three stages: the correct identification of the problem, finding an optimum and favourable solution for both parties involved and solving the problem. Therefore, as communication gets to have a higher level of efficiency the path to resolving the conflict will be much easier.

## **The Advent of Human Value Management in Organisational Leadership**

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There is a gaping difference between Corporate Social Responsibility (CSR) and Human Value Management (HRM) which today's working environment cannot sustain. These two concepts need to work together in order to establish a value-based system that is in tune with the social environment in which companies perform. I will explore the urgency of community-client-employee-manager collaboration to strengthen the principle of social responsibility of a business as well as to bring forth the advantages of a shared value system combined with human networking. Furthermore, I will stress out the importance of CSR in the confines of HR, and by extent, in HRM.

**Communication strategies within  
organizational proceedings**

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The concept of managerial efficiency exceeds the traditional significances focused on profit and organizational benefits. Development acceleration and rapid dissemination of managerial adjustments actuate multiple and profound designs for the intra-organizational relational structures, requiring an increased rate of response to the pronounced transitions substantiated throughout a firm's functional development. Therefore, this research is centered on the main administrative vectors discerned as indicative strategies, consequent to the behavioral approaches that convey the current vision of organizational management.

From a methodological perspective, this research is based on a clear determination of trans-cultural viable projects for human resources and informational management, as well as on analyzing the communication directory as a variable for optimal functioning of departmental procedures of a business organization. Structuring economic functionality on criteria value as appropriate guidance and qualified regulation of resources

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constitutes the main purpose of this paper. To determine the correspondences established between human resources and managerial strategies, the study was based on different research methods as the qualitative research of organizational relations, the critical appraisal of quality reports and on the triple task methodology concerning the factors involved in the organizational culture assembly or in the firm's social background.

**Keywords:** *managerial strategies, organizational culture, informational channels, intercultural values, human resources.*

## **Institutions, Organisations and Relations Between Them**

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I chose this topic to explain what the differences between the institutions and organizations are and to see if and how they are related to each other.

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They both are part of the society we live in, work and relax. We need these because the man relates with the others even if he doesn't want to. People have families, friends, a job, etc.

More than three things can be achieved in an organized group: development of potency, more efficiency, reducing the time for achieving a goal.

Two kinds of structures can be distinguished: the physical one and the social one.

From the sociological point of view, the society is a system of structures arranged on two main levels: institutions and organizations.

The organizations always involve common goals. They use to involve more people to achieve the goals, and they always have a structure which to organize the relationships among individuals.

Both institutions and organizations provide structural frames for the imitation and leading human interactions, but the former have legal framework of interaction, business strategies.

On the other hand organizations are represented by political parties, associations etc.

There are relations established between them such as: institutions are generative base for organizations; organization become agents of institutional change.

In conclusion the relationship between institutions and organizations lead to institutional change

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providing a framework for the rules the institutions  
have by definition.