



COURSE SYLLABUS

COURSE TITLE	PERFORMANCE MANAGEMENT IN EU PUBLIC ADMINISTRATIONS	COD:
--------------	--	------

YEAR OF STUDY	3	SEMESTER	1	COURSE STATUS (MA -MANDATORY / OP -OPTIONAL)	OP
---------------	---	----------	---	---	-----------

NUMBER OF HOURS		TOTAL HOURS PER SEMESTER	TOTAL HOURS OF INDIVIDUAL ACTIVITY	EVALUATION TYPE (P -final project, O – oral examination, E - written examination, M -mixt)	LANGUAGE OF TEACHING
Course	Seminar				
20	28	48	96	M	ROMANIAN

COURSE HOLDER	ACADEMIC GRADE, SURNAME, NAME	DEPARTMENT
	Prof. hab., dr. Ana-Maria BERCU Prof. hab., dr. Mihaela TOFAN Assoc. prof., dr. Irina BILAN	Department of Finance, Money and Public Administration

PREREQUISITE(S):	None
------------------	------

COURSE OBJECTIVES	<p>GENERAL OBJECTIVE:</p> <p><i>This course is focused on performance management in EU public administrations and teaches about how policymakers and professionals create value by delivering public services to the citizens effectively and efficiently, in EU and the member states. We will examine EU integration values as social welfare, social equity, safety, transparency, predictability based on effectiveness and efficiency.</i></p>
-------------------	---



I. The EU's performance. The impact of European Integration

- I.1. Institutional actors of EU's integration performance
- I.2. EU Law and EU principles
- I.3. The challenge of European governance
- I.4. National patterns of PA: the impact of European Integration

II. Performance and performance management in EU public administrations- boundaries and interference

- II.1. Concepts: performance and performance management, public administration
- II.2. Public administration principles
- II.3. European framework of administrative decisions
- II.4. European "actors" involved in administrative decisions

III. Performance Management Process

- III.1. Performance Management Process concept
- III.2. Systems of performance management in EU public administrations
- III.3. Facilitation of performance
- III.4. Building performance process

IV. Planning Process Performance – EU practices

- IV.1. Planning Performance
- IV.2. Check-in phase of Performance
- IV.3. Review phase of Performance
- IV.4. Motivation as result of Performance

V. Performance management and staff development – EU typology

- V.1. Performance evaluation
- V.2. Rewarding performance
- V.3. Developing performance management
- V.4. Implement performance management in EU public administrations



WEEKLY TOPICS	NAME OF THE CHAPTERS	NO OF HOURS
	I. The EU's performance. The impact of European Integration	10
	II. Performance and performance management in EU public administrations- boundaries and interference	8
	III. Performance Management Process	10
	IV. Planning Process Performance – EU practices	10
	V. Performance management and staff development – EU typology	10

BIBLIOGRAPHY	Books and research papers
	<ol style="list-style-type: none"> 1. Arestis, P. and Sawyer, M. (2019). <i>European integration and the 'euro project'</i>, In The Handbook of Globalisation, Third Edition. Edward Elgar Publishing. 2. Berend, I. (2016). <i>The History of European Integration: A New Perspective</i>, London and New York: Routledge. 3. Denkova, J.; Lazarevski, P.; Denkova, B. (2021). The Importance of the New Public Management for Efficient Public Administration, in <i>Strategica: Challenging the Status Quo in Management and Economics</i> (editors Bratianu, C.; Zbucea, A.; Vitelar, A.), TRITONIC PUBL HOUSE, Bucharest. 4. Gilbert, M. (2020). <i>European Integration: A Political History</i>, Rowman & Littlefield Publishers 5. McCormick, J. (2014). <i>Understanding the European Union. A Concise Introduction</i>, Basingstoke: Palgrave Macmillan: 72-95 (Chapter 4: The European Institutions). 6. Monica Laura Zlati, Romeo Victor Ionescu, Valentin Marian Antohi, Ražvan Cătălin Dobrea, Cristina Dima, Cosmin Dumitru Matis (2022). Quantifying the NUTs 3 Regions' Financial Performance through Good Practices in the Public Management. Case Study: Romania, <i>Economic Computation and Economic Cybernetics Studies and Research</i>, Issue 1/2022; Vol. 56 7. Ongaro E, Ferlie E. Exploring Strategy-Making in 'Non-New Public Management' Public Services Settings: The Case of European Union Agencies. <i>Administrative Sciences</i>. 2019; 9(1):23. https://doi.org/10.3390/admsci9010023 8. Potluka, O. and Medeiros, E. (2021). Administrative and organizational capacities of civil society in EU Cohesion Policy, <i>Regional Studies</i>, vol. 55. 9. Richard Baldwin and Charles Wyplosz (2015), <i>The Economics of European Integration</i>, 5th edition, McGrawHill Education 10. Willem Molle (2006), <i>The economics of European integration: theory, practice, policy</i>, 5th ed. - Aldershot: Ashgate, xiv, 446 s. ISBN 0-7546-4812-5978-0-7546-4812-5
	<p>Video materials</p> <ol style="list-style-type: none"> 1. <i>A brief history of the European Union</i> / https://www.youtube.com/watch?v=XgnXwrsMBUs 2. <i>EU Institutions in 5 minutes</i> / https://www.youtube.com/watch?v=APqIcseL_B8 3. <i>The EU institutions explained by their Presidents</i> / https://www.youtube.com/watch?v=855Iow8MXFI 4. <i>At home with the European institutions</i> / https://www.youtube.com/watch?v=5fL9SPNRCrg&list=PL_eFC6jL_o3PYCbhYm00tETESS9ARYEK-



	<ol style="list-style-type: none"> 5. <i>Animation on the role of the President of the European Council</i> / https://www.youtube.com/watch?v=Wyjh9Pl7x64 6. <i>The EU Council of Ministers explained</i> / https://www.youtube.com/watch?v=K-cRJr7mWw4 7. <i>Inside the Council of Europe</i> / https://www.youtube.com/watch?v=7SKqVzIHc9o 8. <i>How the European Parliament works</i> / https://www.youtube.com/watch?v=pgAV9HdAEvg 9. <i>The European Commission explained - Functioning and Tasks</i> / https://www.youtube.com/watch?v=nWpgO1EPO_Y 10. <i>Join the debate on Europe</i> / https://www.youtube.com/watch?v=s60Hf2qXvB4 11. <i>Connecting Europe - Mobility is Key!</i> / https://www.youtube.com/watch?v=Q2LnklyYcMA 12. <i>What is performance management?</i> / https://www.youtube.com/watch?v=78VaoiL9FoI 13. <i>Performance management systems</i> / https://www.youtube.com/watch?v=fS4ihAcne3o 14. <i>Importance of Performance Management Process in the Workplace – TheQLGConsultants</i> / https://www.youtube.com/watch?v=MngvFQrLsPY 15. <i>Performance Evaluations & Appraisal</i> / https://www.youtube.com/watch?v=KcGhX7Htk9U
--	---

EVALUATION	Requirements	<ol style="list-style-type: none"> 1. The classes are mandatory for the enrolled students. The didactical materials will be provided during the classes, and it is expected that the students will read and actively participate at the debates during the courses and seminars. 2. The active participation means to answer to the questions raised by professors or colleagues, to offer to the colleagues' remarks and offer the opinion related to the debate's issues, to present the proper work at the indicated date. 3. To pass the discipline, the students should obtain minim 5 grade (calculated as arithmetic media of test and on-going assessment). 	
	Composition of the final grade	Activity	Percentages
		Test	50%
		On-going assessment	50%
		Total	100%