

# CURRICULUM

Valid starting with academic year 2023-2024

<b>Faculty:</b>	<b>Faculty of Sociology and Psychology</b>
<b>University studies:</b>	Bachelor
<b>Name of the bachelor degree programme:</b>	<b>Human Resources</b>
<b>Name of the qualification<sup>1</sup> acquired on completion of the study programme:</b>	<b>Human Resources</b>
<b>Duration of studies (in years):</b>	3
<b>Education form<sup>2</sup>:</b>	Full-time education (IF)
<b>Teaching language:</b>	Romanian
<b>Geographical location of studies:</b>	Timisoara
<b>Classification of the study programme in fields of science</b>	
<b>Fundamental field:</b>	Social sciences
<b>Branch of science:</b>	Sociology
<b>Undergraduate field of study:</b>	Sociology
<b>Name of the <u>broad</u> field of study (according to DL-ISCED F-2013):</b>	03 - Social sciences, journalism and information
<b>Name of the <u>narrow</u> field of study (according to DR-ISCED F-2013):</b>	031 - Social and behavioural sciences
<b>Name of the <u>detailed</u> field of study (according to DDS-ISCED F-2013):</b>	0314 - Sociology and cultural studies

<sup>1</sup> *Qualification* is the formal outcome of an assessment and validation process, which is obtained when a competent body/authority determines that a person has achieved learning outcomes corresponding to pre-established standards. Qualifications acquired by graduates of higher education study programmes are attested by diplomas, certificates and other academic documents issued only by accredited higher education institutions.

<sup>2</sup> Full-time education (IF), part-time education (IFR) or distance learning (ID)

# OVERVIEW OF THE UNIVERSITY STUDIES PROGRAMME

## 1. Mission of the study programme<sup>3</sup>

The Human Resources undergraduate programme *aims to train experts with professional, analytical, investigative and transversal skills at the highest European standards, in line with the expectations of public and private employers regarding human resources management.*

The mission assumed in the configuration of the Human Resources undergraduate degree programme is in line with the UVT mission, specifically to generate knowledge transfer to society through initial continuous training at university level, with the aim of personal development, professional insertion of the individual and meeting the skills needs of the socio-economic environment.

The objectives of the Human Resources undergraduate programme are:

- Organize the teaching process by referring to the national and international academic context and by correlating the skills offered with the requirements of the labour market.
- The full development of students through the training of professional competences, transversal competences and practical skills useful for successful integration into personal, social and professional life.
- Development of human resources in the Department of Sociology by promoting competent teaching and research staff and by attracting young people willing to develop in the educational/academic sector.

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<sup>3</sup> *The mission and objectives of the degree programme are in line with the mission of the West University of Timisoara and the requirements identified on the labour market.*

According to *University Charter* (Article 5), the **general mission of UVT is advanced scientific research and education, generating and transferring knowledge to society** through:

a) scientific research, development, innovation and technology transfer, through individual and collective creation, in the fields of science, engineering, literature and the arts, by ensuring physical and sports performance and development, and the exploitation and dissemination of their results;

b) initial and continuing training at university level, with a view to personal development, the professional integration of the individual and meeting the skills needs of the socio-economic environment.

UVT assumes its mission as a catalyst for the development of Romanian society by creating an innovative and participatory environment for scientific research, learning, cultural-artistic creation and sports performance, transferring skills and knowledge to the community through the education, research and consultancy services it offers to partners in the economic and socio-cultural environment.

The realisation of the UVT mission is concretised in (*Article 6 of the UVT Charter*):

- promoting scientific research, literary and artistic creation and sporting performance;
- initial and continuous training of qualified and highly qualified human resources;
- development of critical thinking and creative potential of members of the university community;
- creating, storing and spreading the values of human culture and civilisation;
- promoting multicultural, multilingual and interfaith interference;
- the affirmation of Romanian culture and science in the world circuit of values;
- the development of Romanian society within the framework of a free and democratic state governed by the rule of law.

## 2. Competences and expected learning outcomes formed in the study programme

### A. COMPETENCES<sup>4</sup>

#### Key competences<sup>5</sup>:

- CC1. Science competences;
- CC2. Digital competences;
- CC3. Personal, social and learning to learn competences;
- CC4. Civic competences;
- CC5. Cultural awareness and expression competences;

#### Professional competences<sup>6</sup>:

- CP1. Design and conduct sociological research (collection, processing and analysis of social data) in organisations and communities, cultural research, market research, etc;
- CP2. Managing social data systems;
- CP3. Diagnosis of the organisational environment
- CP4. Appropriate use of the sociological perspective applied to the organisational environment
- CP5. Identify the human resource development needs of the organisation by applying specific methods;
- CP6. Management and administration of human resources;
- CP7. Elements of labour law and job description management in organisations.

#### Cross competences<sup>7</sup>:

##### a) Personal competences:

- CT1. Applying the principles, rules and values of the professional code of ethics in all social and professional contexts
- CT2. Identification and efficient use of specialized digital resources in Romanian and in an international language

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<sup>4</sup> *Competence* is the proven ability to select, combine and use appropriately personal, social and/or methodological knowledge, skills and abilities and other acquisitions consisting of values and attitudes, for the successful resolution of a given category of work or learning situations and for professional or personal development in an effective and efficient manner.

<sup>5</sup> *Key competences for lifelong learning* are those competences that all citizens need for personal fulfilment and development, employment, social inclusion and active citizenship, and are developed in the perspective of lifelong learning, from early childhood and throughout adult life, through formal, non-formal and informal learning.

<sup>6</sup> *Professional competences* is the ability to perform the activities required in the workplace to the quality level specified in the occupational standard. They are acquired formally, i.e. by completing a programme organised by an accredited institution.

<sup>7</sup> *Cross-competences* represent value and attitudinal acquisitions that go beyond a specific field/programme of study and are expressed through the following descriptors: autonomy and responsibility, social interaction, personal and professional development.

CT3. Advanced digital skills with direct applicability in the field of HR.

*b) Interpersonal competences:*

CT4. Assuming role-taking in working in professional groups and carrying out specific tasks.

CT5. Express empathy and pro-social behaviour towards members of the community to which he/she belongs;

CT6. Ability to integrate into work groups and initiate professional collaborations with strangers;

CT7. Ability to negotiate conflicts and actively contribute to de-escalating tense situations;

CT8. Ability to analyse, coordinate and make work groups more dynamic.

*c) Globalcitizenship competences:*

CT9. Ability to understand and respect social diversity (cultural, ethnic, religious and other);

CT10. Respect the values and image of the organisation by avoiding defamatory behaviour and public displays.

## **B. EXPECTED LEARNING OUTCOMES<sup>8</sup>**

**a) Knowledge<sup>9</sup>** - According to *the European Qualifications Framework (EQF)*, the learning outcomes at **level 6 of qualification**, corresponding to undergraduate studies, involve *advanced knowledge in a field of work or study involving critical understanding of theories and principles*:

R1. Advanced knowledge of Sociology ;

R2. Advanced knowledge in the analysis, measurement and interpretation of social phenomena

R3. Advanced knowledge of organisational management, structure, processes and culture;

R4. Advanced knowledge of human resource management and development in an organisation;

R5. Advanced knowledge of assessing the socio-cultural context in which an organisation operates.

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<sup>8</sup> *Learning outcomes* are statements that refer to what a learner knows, understands and is able to do at the end of a learning process and are defined as knowledge, skills, responsibility and autonomy.

<sup>9</sup> *Knowledge* is the result of assimilating information through learning. Knowledge is the body of facts, principles, theories and practices related to a particular field of work or study. Knowledge is described as theoretical and/or factual. Knowledge is expressed through the following descriptors: knowledge, understanding and use of specific language, explanation and interpretation.

**b) Skills<sup>10</sup>** - According to *the European Qualifications Framework (EQF)*, the learning outcomes at **level 6 of qualification**, corresponding to undergraduate studies, involve *advanced skills, demonstrating control and innovation, needed to solve complex and unpredictable problems in a specialised field of work or study*:

R6. Apply sociological research methods and techniques in the analysis of organisations, using appropriate statistical procedures;

R7. Evaluation, coordination and dynamisation of small groups;

R8. Human resource recruitment skills for organisations;

R9. Setting up and managing a company;

R10. Negotiation skills and conflict management in the workplace.

**c) Responsibility and autonomy<sup>11</sup>** - According to *the European Qualifications Framework (EQF)*, the learning outcomes at **level 6 of qualification**, corresponding to undergraduate studies, involve *managing complex technical or professional activities or projects, taking responsibility for decision-making in unpredictable work or study situations and taking responsibility for managing the professional development of individuals and groups*:

R11. Ability to participate effectively in specific human resource management activities in organisations: document management, communication, conducting job interviews;

R12. Carry out evaluations of work groups and apply ice-breaking and team-building techniques;

R13. Drawing up job advertisements according to the organisation's requirements;

R14. Career counselling of human resources;

R15. Undertaking social responsibility measures and actions;

R16. Communicate orally and in writing in an international language;

R17. Assume principles of professional ethics and professional conduct.

### 3. Occupations that can be practiced on the labour market

Graduates of the Bachelor of Human Resources programme can access the following occupations, in the *Human Resources Professionals - 2423*:

- *Human Resources Specialist– 242314*
- *Human Resources Consultant– 242317*
- *Internal Human Resources Consultant – 242318*
- *Recruitment analyst/employee integration – 242309*
- *Recruitment Specialist - 242320*

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<sup>10</sup> *Skill* is the ability to apply and use knowledge to accomplish tasks and solve problems. Skills are described as cognitive (involving the use of logical, intuitive and creative thinking) or practical (involving manual dexterity and the use of methods, materials, tools and instruments). Skills are expressed by the following descriptors: application, transfer and problem solving, critical and constructive reflection, creativity and innovation.

<sup>11</sup> *Responsibility and autonomy* means the learner's ability to apply his/her knowledge and skills autonomously and responsibly.

## 4. Providing flexible learning pathways within the study programme

Flexibility of the study program is achieved through elective subjects, optional subjects and complementary subjects.

**Elective subjects** are offered for semesters 3 - 6 and are grouped into optional packages, which complete the student's specialisation pathway. The choice of the pathway is made by the student before the start of the academic year of which the semester or package of optional subjects forms part.

In year 2 (semesters 3 and 4) two packages of elective subjects are proposed: (1) Concepts of recruitment and selection and job satisfaction and staff flows and (2) Sociology of social development and group activation techniques. Students will choose one subject from each package.

In year 3 (semesters 5 and 6) eight elective subject packages are offered: (1) Job Analysis and Job File Design and Gender and Labour Market, (2) European Human Resource Policies and Public Administration, (3) Organizational Development and Human Resource Training, (4) Labour Protection and Work-Life Balance, (5) Concepts of Employee Performance Evaluation and Ergonomics and Health Promotion, (6) Entrepreneurship and Professional Ethics, (7) Concepts of Labour Law and Organizational Culture, and (8) Firm Management and Evaluation in Human Resource Management.

From each package, students will choose one subject to be included in the 3rd year study contract.

**Optional subjects** are offered for semesters 1-6 by the department or faculty managing the programme, but may also be chosen from the packages offered by other faculties.

At the West University of Timisoara, all the curricula of the undergraduate degree programmes have a compulsory **complementary subject that generates transversal competences**, in each of the 3rd, 4th and 5th semesters, which students choose from an annual offer of more than 160 subjects from different fields than the one in which they study (the offer of complementary subjects that generate transversal competences for students of the undergraduate degree programmes at UVT can be consulted on the platform [www.dct.uvt.ro](http://www.dct.uvt.ro)). Also, all the curricula of the undergraduate degree programmes contain the four-semester *Physical Education* subject as a compulsory subject, with students having the possibility to opt for a wide range of sports subjects each semester.

In accordance with the provisions of *the Regulation on the development of curricula for study programmes at the West University of Timisoara*, in order for students to receive **credits for volunteering activities** based on the provisions of the National Education Law no. 1/2011, as amended (Article 203, paragraph (9)), the subject of Volunteering is available every semester in the curricula of all undergraduate and master's degree programmes, with the status of optional subject, with a number of 2 ECTS credits.

## 5. Professional activity and student assessment

The rights, obligations and conditions for the professional activity of students at the West University of Timisoara are regulated by the *Code of Students' Rights and Obligations and the Regulation on the professional activity of students in undergraduate and master's degree courses at the West University of Timisoara*, approved by the Senate of the West University of Timisoara.

The form and methods of assessment/examination for each subject in the curriculum are set out in the subject descriptions.

## 6. Final examination

In accordance with the *Regulation on the organization and conduct of the Bachelor and Master degree examinations at the West University of Timisoara*, approved by the UVT Senate, the Bachelor degree examination consists of two parts:

- test 1 assessing basic and specialist knowledge: **5 credits**;
- test 2 of elaboration and presentation of the results of the bachelor thesis: **5 credits**.

The topics and bibliography corresponding to the final exams are published on the faculty website and on the UVT website before the beginning of each academic year.

Registration for the final examination is subject to the student's choice of the subject of the final thesis within 60 days of the beginning of the academic year of the final year of study.

The period for preparing the bachelor's project begins with the penultimate semester of studies. The final version of the bachelor's project is completed in the last semester of studies.

Submission of the final version of the final paper on the e-learning platform must be done at least 5 working days before the scheduled starting date of the exam.

Each graduation thesis will be accompanied, at the time of submission, by the *Similarity Report* resulting from the verification of the originality of the graduation thesis through a specialized software on the UVT e-learning platform.

According to the structure of the academic year, at UVT the final exams for the completion of the university studies can be organized in 3 sessions, usually in July, September and February.

## 7. Preparation for the teaching profession

Students wishing to opt for a teaching career in pre-university education must also complete the *Psycho-pedagogical Training Programme* (complementary to the present study programme) in order to certify their competences for the teaching profession and obtain the Certificate of Completion of this programme. In the West University of Timisoara this program is organized through the Department for the Preparation of Teaching Staff (DPPD) and can be followed in parallel with university studies or in a postgraduate regime. For more information, go to the link: <https://dppd.uvt.ro>.



# LIST OF SUBJECTS STUDIED, GROUPED BY YEAR AND SEMESTER OF STUDY

**Year of study I**  
**Academic year 2023-2024**

It. no.	Subject	C1	C2	Subject code	Semester I				No. of credits	Semester II				No. of credits
					Number of hours/week					Number of hours/week				
					C	S	L	P	C	S	L	P		
1.	Introduction to Sociology	DF	DO	FSPDS01	4	2			8					
2.	Social anthropology	DD	DO	FSPDS02	4	2			8					
3.	Social psychology	DD	DO	FSPDS03	2	1			4					
4.	Social policies	DS	DO	FSPDS04	2	1			3					
5.	Specialised practice I	DD	DO	FSPDS05				2	3					
6.	Applied Informatics I	DC	DO	FSPDS06		2			2					
7.	Foreign Language I	DC	DO	FSPDS07		2			2					
8.	Physical Education I	DC	DO	FSPDS08				1	1					
9.	Ethics, integrity and academic writing	DC	DO	FSPDS09	1	1			2					
10.	Professional counselling and career guidance	DC	DO	FSPDS091		1			1					
11.	Methodology of social science research	DF	DO	FSPDS10						4	2			8
12.	History of sociology	DS	DO	FSPDS11						4	2			8
13.	Social project management	DS	DO	FSPDS12						2	1			4
14.	Demographics	DS	DO	FSPDS13						2	1			3
15.	Specialized practice II	DD	DO	FSPDS14									2	3
16.	Applied Informatics II	DC	DO	FSPDS15							2			2
17.	Foreign Language II	DC	DO	FSPDS16							2			2
18.	Physical Education II	DC	DO	FSPDS17									1	1
<b>Total</b>					<b>13</b>	<b>10+2</b>		<b>3</b>	<b>30+3</b>	<b>12</b>	<b>10</b>		<b>3</b>	<b>30+1</b>
<b>Total teaching hours per week</b>					<b>28</b>						<b>25</b>			

## Elective subjects

It. no.	Subject	C1	C2	Subject code	Semester I				Number of credits	Semester II				Number of credits
					Number of hours/week					Number of hours/week				
					C	S	L	P	C	S	L	P		
19.	Volunteering I	DC	DFAC	FSPDS19				1	2					
20.	Philosophy I	DC	DFAC	FSPDS20	1	1			2					
21.	Volunteering II	DC	DFAC	FSPDS21									1	2
22.	Philosophy II	DC	DFAC	FSPDS22						1	1			2

### Caption

<b>C1</b>	content criterion
<b>C2</b>	mandatory criterion
<b>DF</b>	core subjects
<b>DD</b>	field subjects (where applicable)
<b>DS</b>	specialist subjects
<b>DC</b>	complementary subjects
<b>DO</b>	compulsory (required) subjects
<b>DOP</b>	elective subjects
<b>DFAC</b>	optional subjects
<b>CP</b>	professional competence
<b>CT</b>	cross-competence
<b>C</b>	course-type teaching activity
<b>S</b>	seminar-type teaching activity
<b>L</b>	practical laboratory-type teaching activity
<b>P</b>	teaching activity as an internship

**Subject code:** <faculty><department><subject no.>

## Year of study II

### Academic year 2024-2025

It. no.	Subject	C1	C2	Subject code	Semester I				Semester II					
					Number of hours/week				No. of credits	Number of hours/week				No. of credits
					C	S	L	P		C	S	L	P	
1.	Research methods and techniques	DF	DO	FSPDS72	4	2			8					
2.	Introduction to Human Resources Management	DD	DO	FSPDS73	4	2			8					
3.	Specialized practice III	DD	DO	FSPDS74				3	3					
4.	Univariate statistics	DF	DO	FSPDS75	2	1			4					
5.	Marketing	DS	DO	FSPDS76	2	1			3					
6.	Foreign language III	DC	DO	FSPDS77		2			2					
7.	Elective complementary subject forming cross-competences I	DC	DO	FSPDS78	1	1			2					
8.	Physical Education III	DC	DO	FSPDS79				1	1					
9.	Multivariate statistics	DF	DO	FSPDS80						2	1		4	
10.	Specialized practice IV	DD	DO	FSPDS81								3	4	
11.	Sociology of organizations	DS	DO	FSPDS82						2	1		4	
12.	Career counselling and guidance	DS	DO	FSPDS83						2	1		4	
13.	Social economy	DS	DO	FSPDS84						2	1		4	
14.	Foreign language IV	DC	DO	FSPDS85							2		2	
15.	Physical Education IV	DC	DO	FSPDS86								1	1	
16.	Elective complementary subject forming cross-competences II	DC	DO	FSPDS87						1	1		2	
	2									1	3			
17.	Recruitment and selection concepts	DS	DOP	FSPDS88										
18.	Job satisfaction and staff flows	DS	DOP	FSPDS89							2		2	
19.	Sociology of social development	DS	DOP	FSPDS90						2	1		3	
20.	Group activation techniques	DS	DOP	FSPDS91								1	1	
<b>Total</b>					<b>13</b>	<b>9</b>		<b>4</b>			<b>13</b>	<b>9</b>		<b>4</b>
<b>Total teaching hours per week</b>					<b>26</b>				<b>30+1</b>	<b>26</b>				<b>30+1</b>

**Elective subjects**

It. no.	Subject	C1	C2	Subject code	Semester I				Number of credits	Semester II				Number of credits
					Number of hours/week					Number of hours/week				
					C	S	L	P		C	S	L	P	
21.	Volunteering III	DC	DF	FSPDS92		1			2					
22.	Logic	DC	DF	FSPDS93	1	1			2					
23.	Volunteering IV	DC	DF	FSPDS94							1			2
24.	Logic	DC	DF	FSPDS95						1	1			2
25.	Entrepreneurship competences	DC	DFAC	FSPDS96	1	1			2					
26.	Entrepreneurship competences- practical applications	DC	DFAC	FSPDS97							2			2

**Caption**

<b>C1</b>	content criterion
<b>C2</b>	mandatory criterion
<b>DF</b>	core subjects
<b>DD</b>	field subjects (where applicable)
<b>DS</b>	specialist subjects
<b>DC</b>	complementary subjects
<b>DO</b>	compulsory (required) subjects
<b>DOP</b>	elective subjects
<b>DFAC</b>	optional subjects
<b>CP</b>	professional competence
<b>CT</b>	cross-competence
<b>C</b>	course-type teaching activity
<b>S</b>	seminar-type teaching activity
<b>L</b>	practical laboratory-type teaching activity
<b>P</b>	teaching activity as an internship

**Subject code:** <faculty><department><subject no.>

## Year of study III

### Academic year 2025-2026

It. no.	Subject	C1	C2	Subject code	Semester I				Semester II					
					Number of hours/week				No. of credits	Number of hours/week				Number of credits
					C	S	L	P		C	S	L	P	
1.	Negotiation techniques	DS	DO	FSPDS95	2	1			4					
2.	Management and leadership	DS	DO	FSPDS96	2	1			4					
3.	Applied sociology laboratory for the preparation of the bachelor thesis I	DS	DO	FSPDS97			2		4					
4.	Optional complementary subject forming cross-competences III	DC	DO	FSPDS98	1	1			2					
5.	Job Analysis and Job File Design	DS	DOP	FSPDS99	2	1			4					
6.	Gender and Labour Market	DS	DOP	FSPDS100										
7.	European Human Resource Policies	DS	DOP	FSPDS101	2	1			4					
8.	Public Administration	DS	DOP	FSPDS102										
9.	Organizational Development	DS	DOP	FSPDS103	2	1			4					
10.	Human Resource Training	DS	DOP	FSPDS104										
11.	Labour Protection	DS	DOP	FSPDS105	2	1			4					
12.	Work-Life Balance	DS	DOP	FSPDS106										
13.	Organizational Behaviour	DS	DO	FSPDS107						2	1		4	
14.	Applied sociology laboratory for the preparation of the bachelor thesis II	DS	DO	FSPDS108							2		4	
15.	Migration, unemployment and the workforce	DS	DO	FSPDS109						2	1		4	
16.	Communication in organisations	DS	DO	FSPDS110						2	1		3	
17.	Measurement and scaling in human resources	DS	DO	FSPDS111						2	1		3	
18.	Concepts of Employee Performance Evaluation	DS	DOP	FSPDS112						2	1		3	
19.	Ergonomics and Health Promotion	DS	DOP	FSPDS113										
20.	Entrepreneurship	DS	DOP	FSPDS114						2	1		3	
21.	Professional Ethics	DS	DOP	FSPDS115										
22.	Concepts of Labour Law	DS	DOP	FSPDS116						2	1		3	
23.	Organizational Culture	DS	DOP	FSPDS117										
24.	Firm Management	DS	DOP	FSPDS118						2	1		3	

25.	Evaluation in Human Resource Management.	DS	DOP	FSPDS119										
<b>Total</b>					<b>13</b>	<b>7</b>	<b>2</b>			<b>30</b>	<b>16</b>	<b>8</b>	<b>2</b>	<b>30</b>
<b>Total teaching hours per week</b>					22						26			

### Elective subjects

It. no.	Subject	C1	C2	Subject code	Semester I				Semester II					
					Number of hours/week				Number of credits	Number of hours/week				Number of credits
					C	S	L	P		C	S	L	P	
26.	Volunteering V	DC	DFAC	FSPDS120				1	2					
27.	Volunteering VI	DC	DFAC	FSPDS121									1	2

### Caption

<b>C1</b>	content criterion
<b>C2</b>	mandatory criterion
<b>DF</b>	core subjects
<b>DD</b>	field subjects (where applicable)
<b>DS</b>	specialist subjects
<b>DC</b>	complementary subjects
<b>DO</b>	compulsory (required) subjects
<b>DOP</b>	elective subjects
<b>DFAC</b>	optional subjects
<b>CP</b>	professional competence
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<b>C</b>	course-type teaching activity
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<b>P</b>	teaching activity as an internship

**Subject code:** <faculty><department><subject no.>

## GENERAL ASSESSMENT I (by content criterion)

It. no.	Subject type	Total number of hours						Total		Provision for specific ARACIS standards
		1st year		2nd year		3rd year		Hours	% of total	
		Course	S/L	Course	S/L	Course	S/L			
1.	Core	8	4	8	4	-	-	24	33%	Minimum 25%
2.	Field (if any)	6	7	4	8	-	-	25		
3.	Specialist	10	5	12	6	28	18	79	54%	Minimum 50%
4.	Complementary	0	8	2	6	1	1	18	12%	5-15%
<b>TOTAL</b>		<b>24</b>	<b>24</b>	<b>26</b>	<b>24</b>	<b>29</b>	<b>19</b>	<b>146</b>	<b>100%</b>	

## GENERAL ASSESSMENT II (according to the mandatory criterion)

It. no.	Subject type	Total number of hours						Total		Provision for specific ARACIS standards
		1st year		2nd year		3rd year		Hours	% of total	
		Course	S/L	Course	S/L	Course	S/L			
1.	Mandatory	24	24	22	22	13	11	116	79%	70-80%
2.	Elective	-	-	4	2	16	8	30	21%	20-30%
3.	Optional	2	4	2	4	-	2	(14)		<i>Not included in the calculation of totals</i>
<b>TOTAL</b>		<b>24</b>	<b>24</b>	<b>26</b>	<b>24</b>	<b>29</b>	<b>19</b>	<b>146</b>		

**Head of study programme,**

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