

# DETERMINANȚI AI TRANSFERULUI DE CUNOȘTINȚE ȘI COMPETENȚE ÎN EDUCAȚIE

## DETERMINANTS OF KNOWLEDGE AND COMPETENCES TRANSFER IN EDUCATION

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**Abstract:** The paper aims to analyse the determinant factors of competences transfer in order to increase competitiveness of the Romanian universities. Based on literature review, structural interviews, questionnaires and quantitative research, a sample consisting of university staff and Romanian managers was used to look for the factors that differentiate one university from another, in terms of knowledge, competencies, cooperation and competitiveness. The analysed factors are described from different points of view. The research results outline the way in which the university leader can accumulate new knowledge in the university, and how new competences could be developed in universities and in the partnership between universities and organizations. These results may raise awareness of universities, organizations, and politicians about the role and importance of knowledge / competence transfer between universities and organizations. Future research may identify ways for leaders to revitalize and mobilize staff and students to adapt to present realities and to implement solutions for increasing the competitiveness of Romanian universities. The research results could help university staff and politicians to realise and to transfer good competencies to organizations, to change their attitude related to knowledge transfer between universities and organizations. The paper has impact on improving knowledge and competence transfer between universities and organizations, in order to develop an integrative model with specific principles, methods, procedures and techniques.

**Keywords:** competence transfer, cooperation, university competitiveness, competences