FIŞA DISCIPLINEI

1. Date despre program

1.1	Instituţia de învăţământ superior	**Universitatea "Alexandru Ioan Cuza" din Iaşi**
1.2	Facultatea	**Facultatea de** Economie şi Administrarea Afacerilor
1.3	Departamentul	Management, Marketing şi Administrarea Afacerilor ⌄
1.4	Domeniul de studii	**Business Administration**
1.5	Ciclul de studii	**Licenţă**
1.6	Programul de studii / Calificarea	Business Administration

2. Date despre disciplină

2.1 Denumirea disciplinei	**Managementul resurselor umane** ⌄	
2.2 Titularul activităţilor de curs	**Conf.univ.dr. Andrei Neştian**	
2.3 Titularul activităţilor de seminar	Drd. Iuliana Chitac	

2.4 Anul de studiu	3	**2.5** Semestrul	6	**2.6** Tipul de evaluare	E	**2.7** Regimul disciplinei **OB**

3. Timpul total estimat (ore pe semestru şi activităţile didactice)

3.1	Număr de ore pe săptămână	**4**	din care: **3.2** curs **2**	**3.3** seminar/laborator	**2**
3.4	Total ore din planul de învăţământ	**56**	din care: **3.5** curs **28**	**3.6** seminar/laborator	**28**

Distribuţia fondului de timp

Studiul după manual, suport de curs, bibliografie şi altele	30
Documentare suplimentară în bibliotecă, pe platformele electronice de specialitate şi pe teren	28
Pregătire seminarii/laboratoare, teme, referate, portofolii şi eseuri	30
Tutoriat	4
Examinări	2
Alte activităţi	0

3.7	Total ore studiu individual	94
3.8	Total ore pe semestru	150
3.9	Numărul de credite	6

4. Precondiţii (acolo unde este cazul)

4.1	De curriculum	Management
4.2	De competenţe	

5. Condiţii (acolo unde este cazul)

5.1	De desfăşurare a cursului	Online: Teacher and students need internet connection and …
5.2	De desfăşurare a seminarului/laboratorului	Online: Teacher and students need internet connection and …

6. Competenţe specifice acumulate

Competenţe profesionale	C4 Assistance for human resource management (3,5 credits)
Competenţe transversale	CT1 – Applying principles, norms and professional ethics values in his own rigorous, efficient and responsible work strategy. (0,5 credits) CT2 – Identifying roles and responsibilities within a multispecialized team and applying relational techniques and efficient work techniques within the team (1 credits)

7. Obiectivele disciplinei (reieşind din grila competenţelor specifice acumulate)

7.1 Obiectivul general	Developing the basic knowledge regarding the specific activities of the management of human resources in a company;
7.2 Obiectivele specifice	After successfully finalizing this course, students will be able : To build and to use the adequate instruments, needed in the management of human resources; To form the right type of behavior, needed in working with people

8. Conţinuturi

8.1 Curs

8.1	Course	Teaching methods	Observations (time and bibliography)
1.	Managing human resources today;	Interactive course, heuristic conversation, problem solving method	2 hours (chap 1 from the course book)
2.	Managing equal opportunity and diversity	Interactive course, heuristic conversation, problem solving method	2 hours (chap 2 from the course book)
3.	Strategic human resource management;	Interactive course, heuristic conversation, problem solving method	2 hours (chap 3 from the course book)
4.	Recruiting and Talent Management	Interactive course, heuristic conversation, problem solving method	2 hours (chap 4 from the course book)
5.	Recruiting and Talent Management	Interactive course, heuristic conversation, problem solving method	2 hours (chap 4 from the course book)
6.	Selecting Employees	Interactive course, heuristic conversation, problem solving method	2 hours (chap 5 from the course book)
7.	Training and Developing Employees	Interactive course, heuristic conversation, problem solving method	2 hours (chap 6 from the course book)
8.	Training and Developing Employees	Interactive course, heuristic conversation, problem solving method	2 hours (chap 6 from the course book)
9.	Performance and Talent Management	Interactive course, heuristic conversation, problem solving method	2 hours (chap 7 from the course book)
10.	Compensating Employees	Interactive course, heuristic conversation, problem solving method	2 hours (chap 8 from the course book)
11.	Ethics, Employee Rights, and Fair Treatment at Work	Interactive course, heuristic conversation, problem solving method	2 hours (chap 9 from the course book)
12.	Improving Occupational Safety, Health, and Security	Interactive course, heuristic conversation, problem solving method	2 hours (chap 11 from the course book)
13.	Managing Human Resources in Entrepreneurial Firms	Interactive course, heuristic conversation, problem solving method	2 hours (chap. 12 from the course book)
14.	Managing HR Globally	Interactive course, heuristic conversation, problem solving method	2 hours

		problem solving method	(chap 13 from the course book)

Bibliografie

Mandatory   reading :
- Dessler Gary - Fundamentals of Human Resource Management, 2nd Edition, Florida International University, Prentice Hall, 2012

Optional reading **:**
- Armstrong, Michael (2006). A Handbook of Human Resource Management Practice, 10th edition, London: Kogan Page
- Romanian Labour Law

8.2 Seminar / Laborator

8.2	Seminar / Laboratory	Teaching methods	Observations (time and bibliography)
1-5.	Recruitment and selection simulation	Interactive role play	20 hours
6-7	Group presentations	Peer-teaching	8 hours

Bibliografie

Mandatory reading :
- Dessler Gary - Fundamentals of Human Resource Management, 2nd Edition, Florida International University, Prentice Hall, 2012
-

Optional reading **:**
- Armstrong, Michael (2006). A Handbook of Human Resource Management Practice, 10th edition, London: Kogan Page
- Romanian Labour Code

9. Coroborarea conţinuturilor disciplinei cu aşteptările reprezentanţilor comunităţii, asociaţiilor profesionale şi angajatori reprezentativi din domeniul aferent programului

The course content and the seminar applications are discussed with HR specialists from the local businesses and from consultancy companies specialized in HR services in order to stay connected with the most important practices in the field. HR specialists are invited in the classroom durring the recruitment and selection simulation. The students are required to provide feedback anonymous after each semester about the course structure, teaching methods and other interesting points that they wish to express.

10. Evaluare

Type of activity	10.1 Evaluation criteria	10.2 Evaluation methods	10.3 Allocation to the final grade (%)
10.4 Course	Theoretical and applied knowledge	Exam	50%
10.5 Seminar/ Laboratory	Applied / practical knowledge	Simulation (Role play) and group presentations	50%

10.6 Standard minim de performanţă

Obtaining 5 points (out of 10) both for the evaluation along the semester (seminar) and for the final evaluation (exam).

Data completării   **Titular curs**   **Titular de seminar**

21.09.2020	📅	Conf.univ.dr. Andrei Neștian	Drd. Iuliana Chitac

Data avizării în Departament   **Director de Departament**

25.09.2020   📅 Prof.univ.dr Valentin Niță ⌄