



COURSE OUTLINE

1. Information about the program

1.1 Higher education institution	“Alexandru Ioan Cuza” University of Iași
1.2 Faculty	Faculty of Economics and Business Administration
1.3 Departament	Management, Marketing and Business Administration
1.4 Field of study	Management
1.5 Cycle of study	master
1.6 Study program / Qualification	Strategic Human Resource Management in Europe

2. Information about the course

2.1 Course title	Expatriate Management						
2.2 Course coordinator	Associate Professor Ruxandra Ciulu , PhD						
2.3 Seminar coordinator	Associate Professor Ruxandra Ciulu , PhD						
2.4 Year of study	2	2.5 Semester	4	2.6 Type of evaluation*	E	2.7 Course status**	C

* MT-MID-TERM, O-ORAL EXAM, E-EXAM, M-MIXED; ** C-compulsory/O-optional/E-elective

3. Estimated time allocation (hours per semester and teaching activities)

3.1 Number of hours per week	1	out of which: 3.2 course	0.5	3.3 seminar / laboratory	0,5
3.4 Total number of hours per semester	14	out of which: 3.5 course	7	3.6 seminar / laboratory	7
Time allocation					h
Study based on course book, course materials, bibliography and other					10
Supplementary study in the library, on electronic platforms and on the field					10
Preparing seminars/laboratories, assignments, papers, portfolios and essays					12
Tutorship					2
Examination					2
Other activities					
3.7 Total hours of individual study					36
3.8 Total hours per semester					50
3.9 Number of credits					2

4. Prerequisites (if applicable)

4.1 Referring to curriculum	1st, 2nd and 3rd semester
4.2 Referring to competences	Not necessary

5. Conditions (if applicable)

5.1 For the course	Not necessary
5.2 For the seminar / laboratory	Not necessary



6. Specific competences accumulated

competenciesProfessional	<p>C1 – Understand the differences between HRM and international HRM</p> <p>C2 – Assistance for implementing organizational change</p> <p>C3 – Formulating and implementing measures for overcoming resistance to change</p>
competenciesTransversal	<p>CT1 - Identifying roles and responsibilities within a multispecialized team and applying relational techniques and efficient work techniques within the team</p>

7. Course objectives (based on specific competencies accumulated)

objectives7.1 General	<p>Upon completion of this course, students will understand the general concepts regarding expatriate management and will be able to implement measures for facilitating expatriate integration.</p>
objectives7.2 Specific	<p>After successfully finalizing this course, students will be able to:</p> <ul style="list-style-type: none"> understand the implications of diversity on organizations; understand the legal frameworks for anti-discrimination policies in the EU; be able to critically analyze HRM practice (e.g. recruitment, evaluation, training and development) from a diversity perspective.

8. Content

8.1	Course	Teaching methods	Observations (time and bibliography)
1.	Expatriate management peculiarities	Interactive course, heuristic conversation, problem solving method	1 hour (Dowling, chapter 1)
2.	Sourcing HR for global markets	Interactive course, heuristic conversation, problem solving method	1 hour (Dowling, chapter 5)
3.	International performance management	Interactive course, heuristic conversation, problem solving	1 hour (Dowling, chapter 6)



		method	
4.	International training, development and careers	Interactive course, heuristic conversation, problem solving method	1 hour (Dowling, chapter 7)
5.	International compensation	Interactive course, heuristic conversation, problem solving method	1 hour (Dowling, chapter 8)
6.	Diversity in the workplace	Interactive course, heuristic conversation, problem solving method	1 hour (Kirton, chapter 6)
7.	Diversity and organizational performance	Interactive course, heuristic conversation, problem solving method	1 hour (Kirton, chapter 7)

References

- P.J. Dowling, M. Festing, A.D. Engle, Sr. (2013) *International Human Resource Management*, Cengage Learning, 6th ed. (chapters 1, 5, 6, 7 and 8)
- G. Kirton, A.M. Greene (2010) *The Dynamics of Managing Diversity. A Critical Approach*, Routledge, 4th ed. (chapters 6 and 7)

8.2	Seminar / Laboratory	Teaching methods	Observations (time and bibliography)
1.	Read and prepare to discuss the materials indicated at the previous seminar.	Interactive teaching methods, case study method, examples	7 hours

References

- P.J. Dowling, M. Festing, A.D. Engle, Sr. (2013) *International Human Resource Management*, Cengage Learning, 6th ed.
- G. Kirton, A.M. Greene (2010) *The Dynamics of Managing Diversity. A Critical Approach*, Routledge, 4th ed.

9. Bridging course content with the expectations of the community, professional associations and representative employers in the field of the program

On an annual basis, the course content is discussed with the representatives of the business environment, who hire or could hire graduates from this program, while students are required to provide feedback (on-line, anonymous) after each semester about the course structure, teaching methods, as well as strengths / weaknesses (after the final evaluation).

10. Evaluation

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	reading and discussing recommended materials	50
10.6 Minimal performance standard			
Obtaining 5 points (out of 10) both for the exam and for the cumulative grade (50% along the semester + 50% exam).			

Date

Course coordinator

Seminar coordinator



24 September 2020

Assoc. Prof. **Ruxandra Ciulu**, Ph.D.

Assoc. Prof. **Ruxandra Ciulu**, Ph.D.

Date of approval in the departament
26 September 2020

Head of departament
Assoc. Professor **Andrei Ștefan NEȘTIAN**, PhD