



## 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 HR Management in Europe                 |

### 2. Information about the course

|                         |  |              |   |                         |   |                     |   |
|-------------------------|--|--------------|---|-------------------------|---|---------------------|---|
| 2.1 Course title        | Project Seminar                        |              |   |                         |   |                     |   |
| 2.2 Course coordinator  |  |              |   |                         |   |                     |   |
| 2.3 Seminar coordinator | Lecturer <b>Sebastian Uriesi</b> , PhD |              |   |                         |   |                     |   |
| 2.4 Year of study       | 1                                      | 2.5 Semester | 2 | 2.6 Type of evaluation* | M | 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: 0 course | 0.0 | seminar / laboratory | 1  |
| 3.4 Total number of hours per semester                                       | 14 | out of which: 0 course | 0.0 | seminar / laboratory | 14 |
| 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 |    |                        |     |                      | 22 |
| Preparing seminars/laboratories, assignments, papers, portfolios and essays  |    |                        |     |                      | 25 |
| Tutorship  |    |                        |     |                      | 2  |
| Examination  |    |                        |     |                      | 2  |
| Other activities .....   |    |                        |     |                      |    |
| 3.7 Total hours of individual study  |    |                        |     |                      | 61 |
| 3.8 Total hours per semester   |    |                        |     |                      | 75 |
| 3.9 Number of credits  |    |                        |     |                      | 3  |

### 4. Prerequisites (if applicable)

|                              |                          |
|------------------------------|--------------------------|
| 4.1 Referring to curriculum  | 1 <sup>st</sup> 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&amp;C2. Cognitive competencies:</p> <p>C1. Understanding labour market context and conditions</p> <p>C2. Identifying HR topics within a company</p> <p>C3. Functional competencies</p> <p>Construction and implementing HR tools and procedures</p> <p>C4. Personal competencies</p> <p>Creating behaviors for the implementation of the HR tools and procedures</p> |
| competenciesTransversal  | <p>TC. General competencies</p> <p>TC1. Capacity for developing professional tools/procedures and implementing it into organizational environment</p> <p>TC2. Capacity for using different web channels in order to obtain necessary information for professional topics</p>   |

## 7. Course objectives (based on specific competencies accumulated)

|                        |   |
|------------------------|---|
| objectives7.1 General  | <p>Upon completion of this module, students will have developed competencies to manage HR practical topics.</p>   |
| objectives7.2 Specific | <p>After successfully finalizing this course, students will be able to:</p> <ul style="list-style-type: none"> <li>Understand and use the main concepts and basic notions in the HR field.</li> <li>Understand, identify and create HR tools and procedures;</li> <li>Implement and optimize specific HR tools and procedures;</li> <li>Manage HR tools/procedures in order to meet organizational objectives.</li> </ul> |

## 8. Content

| 8.1 | Course  | Teaching methods                                      | Observations<br>(time and bibliography) |
|-----|---|---|---|
| 1.  | N/A – only seminar / laboratory.                                    |   |   |
| 8.2 | Seminar / Laboratory  | Teaching methods                                      | Observations<br>(time and bibliography) |
|     | Read and prepare to discuss the materials indicated at the previous | Interactive teaching methods, heuristic conversation, | 14 hours                                |



|  |  |  |  |
|--|--|--|--|
|  | seminar (according to a predefined structure → e.g Job Description, Personal Resume, Interview Guide, Candidate Interview Evaluation Form, Induction Procedure, Employee Survey, Performance Management System, Personal Development Plan, Set of Rules for Conflict Management, HR Indicators, Learning Style).<br>Develop HR tools and procedures.<br>Comparative analysis.<br>Questionnaires.<br>Employment & Labour Law – The Labour Code. | individual work, group work, case study, debate, examples. |  |
| <b>Bibliography</b> <ul style="list-style-type: none"><li>• Armstrong, M., Taylor, S. (2014): Armstrong's Handbook of Human Resource Management Practice, 13th ed., London / Philadelphia: Kogan Page.</li><li>• Romanian Labour Code (Law No. 53/2003).</li></ul> |  |  |  |

**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 Seminar  | Applied / practical knowledge | Continuous assessment.<br>Written Project Report. | 10 %<br>90 %                           |
| 10.5 Minimal performance standard   |                               |   |  |
| Obtaining 5 points (out of 10) for the final evaluation (continuous assessment + written project report). |                               |   |  |

Date  
28 September 2020

Course coordinator

Seminar coordinator  
Lecturer **Sebastian Uriesi**, PhD

Date of approval in the department:  
28 September 2020

Head of department  
Assoc. Prof. **Andrei Ștefan NEȘTIAN**, PhD



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