



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	HRM Information Systems and Decision-Making						
2.2 Course coordinator	Professor Florin Dumitriu , PhD, Professor Daniel Păvăloaia , PhD						
2.3 Seminar coordinator	Professor Florin Dumitriu , PhD, Professor Daniel Păvăloaia , PhD						
2.4 Year of study	2	2.5 Semester	1	2.6 Type of evaluation*	MT	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	1.5	out of which: course	0	seminar / laboratory	1.5
3.2 Total number of hours per semester	21	out of which: course	0	seminar / laboratory	21
3.3 Time allocation					h
Study based on course book, course materials, bibliography and other					15
Supplementary study in the library, on electronic platforms and on the field					20
Preparing seminars/laboratories, assignments, papers, portfolios and essays					15
Tutorship					2
Examination					2
Other activities					
3.4 Total hours of individual study					54
3.5 Total hours per semester					75
3.6 Number of credits					3

4. Prerequisites (if applicable)

4.1 Referring to curriculum	1st, 2nd and 3rd semester
4.2 Referring to competences	Abilities in using MS Access on basic level

5. Conditions (if applicable)

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

6. Specific competences accumulated

Professional	C2 – Assistance for administering the entire firm/organization (0,5 credits) C4 – Assistance for human resource management (0,75 credit) C5 – The use of specific databases for business administration (0.75 credits)
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8.1	Course	Teaching methods	Observations (time and bibliography)
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8.2	Seminar / Laboratory	Teaching methods	Observations (time and bibliography)



1-14	<ol style="list-style-type: none">1. The development of an application for the area of HR management by using MS Access (or other similar platform)<ul style="list-style-type: none">• Database development• The use of forms for entering, updating and editing data from the database• Obtain data by using queries• Building reports for the purpose of data display2. A case study should be developed for the domain of HR management using the ERP applications (MS Dynamics Navision and/or Axapta)<ul style="list-style-type: none">• The management of employee general data• Employee's payroll• Employee's training and career development• Employee's performance management	Interactive (online) practical lectures according with the discipline agenda	21 hours
Bibliography <ul style="list-style-type: none">• Kinser, A.S., Lending, D., Nightingale, J.P., Hammerle, P., Kinser, E. and Moriarity, B., 2011. Your Office: Microsoft Access 2010 Comprehensive. Pearson Higher Ed.• Luszczak, Andreas, Using Microsoft Dynamics AX 2012: Updated for Version R2 Paperback – May 31, 2013, ISBN-10: 3658017082, ISBN-13: 978-3658017088			

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).

Type of activity	10.1 Evaluation criteria	10.2 Evaluation methods	10.3 Allocation to the final grade (%)
10.4 Course	N/A	N/A	-
10.5 Seminar/ Laboratory	Applied / practical knowledge	1. Project's development and online presentation in MS Access 365 (P-Access)	60%
		2. Dynamics AX- Practical Evaluation (P-Dynamics)	40%
10.6 Minimal performance standards:			
1. Min. 5.00 for the average grade of the practical online evaluations (P-Dynamics and P-Access project)			
2. Obtaining 5.00 points (out of 10) as a final grade			

Date
28 Sept.
2020

Course coordinator
Professor **Florin Dumitriu**, PhD
Professor **Daniel Păvăloaia**, PhD

Seminar coordinator
Professor **Florin Dumitriu**, PhD
Professor **Daniel Păvăloaia**, PhD

Date of approval in the department
28 Sept. 2020

Head of department
Professor **Florin Dumitriu**, PhD