

## UNIVERSITATEA "ALEXANDRU IOAN CUZA" din IAŞI

## **COURSE OUTLINE**

#### 1. Information about the program

1.1 Higher education institution	"Alexandru Ioan Cuza" University of Iaşi
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 coording	nator	Professor Florin Dumitriu, PhD, Professor Daniel Păvăloaia, F			<b>a</b> , PhD		
2.3 Seminar coord	inato	r	Professor Florin Dumitriu, PhD, Professor Daniel Păvăloaia, PhD			ıia,	
2.4 Year of study	2	2.5 Semester	1	<b>2.6</b> Type of evaluation*	МТ	2.7 Course status**	С

<sup>\*</sup> 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)

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3.1 Number of hours per week	1.5	out of which: course	0	seminar / laboratory	1.5	
<b>3.2</b> 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** 

- $\label{eq:C2-Assistance} \begin{array}{l} \text{C2-Assistance for administering the entire firm/organization (0,5 credits)} \\ \text{C4-Assistance for human resource management (0,75 credit)} \end{array}$
- C5 The use of specific databases for business administration (0.75 credits)

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scompetencie	
competenciesTransversalscompetencie	CT2 – Identifying roles and responsibilities within a multi-specialized team and applying relational techniques and efficient work techniques within the team (0,5 credits) CT3 - Identifying the opportunities for continuous learning and efficient use of the learning resources and techniques for personal development (0,5 credit)

In	pon completion of this module, students will understand the general concepts of related to using t formation Systems for HRM and will be able to develop a project in a Database Manageme ystem and a study case in an ERP application (MS Dynamics Axapta).
A	fter successfully finalizing this course, students will be able to:  • Understand the concepts of IS and Databases and how can be used in the HRM.  • Understand and use the basic notions related to HRM by using different platforms such MS Access and Excel.  • Understand, identify, and solve different problems in the field using ERP applications.

# 8. Content

8.1	Course	Teaching methods	Observations (time and bibliography)
	-	-	-
8.2	Seminar / Laboratory	Teaching methods	Observations (time and bibliography)

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1-14	<ol> <li>The development of an application for the area of HR management by using MS Access (or other similar platform)         <ul> <li>Database development</li> <li>The use of forms for entering, updating and editing data from the database</li> <li>Obtain data by using queries</li> <li>Building reports for the purpose of data display</li> </ul> </li> <li>A case study should be developed for the domain of HR management using the ERP applications (MS Dynamics Navision and/or Axapta)         <ul> <li>The management of employee general data</li> <li>Employee's payroll</li> <li>Employee's training and career development</li> <li>Employee's performance management</li> </ul> </li> </ol>	Interactive (online) practical lectures according with the discipline agenda	21 hours
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#### **Bibliography**

- 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 (%)
<b>10.4</b> Course	N/A	N/A	-
<b>10.5</b> Seminar/ Laboratory	Applied / practical knowledge	Project's development and online presentation in MS Access 365 ( P-Access)	60%
Laboratory	Miowiedge	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 Course coordinator Seminar coordinator

28 Sept. Professor **Florin Dumitriu**, PhD Professor **Florin Dumitriu**, PhD 2020 Professor **Daniel Păvăloaia**, PhD Professor **Daniel Păvăloaia**, PhD

Date of approval in the departament 28 Sept. 2020

Head of departament

Professor Florin Dumitriu, PhD