



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	Master Thesis Workshop: Supervision						
2.2 Course coordinator							
2.3 Seminar coordinator	Lecturer Carmen Claudia Arustei , PhD						
2.4 Year of study	2	2.5 Semester	4	2.6 Type of evaluation*	EVP	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		3.3 seminar / laboratory	1
3.4 Total number of hours per semester	14	out of which: 3.5 course		3.6 seminar / laboratory	14
Time allocation					h
Study based on course book, course materials, bibliography and other					30
Supplementary study in the library, on electronic platforms and on the field					70
Preparing seminars/laboratories, assignments, papers, portfolios and essays					20
Tutorship					10
Examination					6
Other activities					
3.7 Total hours of individual study					136
3.8 Total hours per semester					150
3.9 Number of credits					6

4. Prerequisites (if applicable)

4.1 Referring to curriculum	Empirical social research (part 1), Empirical social research (part 2), Master thesis part 1 (conception)
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**

Professional competences	<p>General scientific competences: to be able to design and to perform research, including a critical reflection.</p> <p>C2. To be able to write a scientific and/or evidence based report answering the research question put forward by the student in the field of international Human Resource Management.</p> <p>C3. to be able to report to specialists in the field of Human Resource Management</p>
Transversal competences	<p>CT3. Apply the principles, norms and values of professional ethics to his/her own strategy of rigorous, efficient and responsible work</p>

7. Course objectives (based on specific competencies accumulated)

7.1 General objective	<p>To strengthen the capacity of the student for doing critical research on an individual base.</p>
7.2 Specific objectives	<p>After successfully finalizing this course, students will:</p> <ul style="list-style-type: none">■ be acquainted with scientific research methods, the practice of doing research and the critical attitude when searching for scientific evidence;■ have a better capacity of doing critical research on an individual base;■ have a better capacity to apply knowledge acquired during the four years of study in a research project;■ be able to report in a clear and unambiguous way to an audience of experts.

8. Content

8.1	Course	Teaching methods	Observations (time and bibliography)



8.2	Seminar / Laboratory	Teaching methods	Observations (time and bibliography)
1.	The formulation of a theoretical based research question	Interactive teaching methods, examples	2 hours
2.	The operationalisation of concepts, models and theories in Human Resource Management	Interactive teaching methods, examples	3 hours
3.	The choice and application of the most adjusted methodology	Interactive teaching methods, examples method	3 hours
4.	The precise and systematic implementation of diverse research steps	Interactive teaching methods, examples	2 hours
5.	The critical analysis of empirical of data	Interactive teaching methods, examples	2 hours
6.	The formulation of conclusions, advices and eventual possibilities for further research	Interactive teaching methods, examples	2 hours

References

- Bryman, A. (2008) Social Research Methods. Oxford: Oxford University Press.
- Symon, G. & Cassell, C. (2012) Qualitative organizational research, Los Angeles: Sage. (selective chapters depending on student's research project)
- APA (2011) Concise rules of APA style. Washington, DC: APA.

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 (%)
10.5. Seminar	presentations and discussions in classroom, feedback on Master thesis	60% - reasear paper based on the Master Thesis 30% - discussions in the classroom 10% - feedbacck on others's students papers	100%
10.6 Minimal performance standard			
Obtaining 5 points (out of 10) for the evaluation along the semester.			



Date
24.09.2020

Course coordinator

Seminar coordinator
Lecturer **Carmen Claudia ARUȘTEI**, Ph.D.

Date of approval in the department
26.09.2020

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