



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	Psychological & Sociological Aspects of HRM						
2.2 Course coordinator	Associate Professor Andreea Negruți , PhD						
2.3 Seminar coordinator							
2.4 Year of study	1	2.5 Semester	1	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	1.5	out of which: 3.2 course	1.5	3.3 seminar / laboratory	-
3.4 Total number of hours per semester	21	out of which: 3.5 course	21	3.6 seminar / laboratory	-
Time allocation					h
Study based on course book, course materials, bibliography and other					12
Supplementary study in the library, on electronic platforms and on the field					11
Preparing seminars/laboratories, assignments, papers, portfolios and essays					12
Tutorship					2
Examination					2
Other activities					
3.7 Total hours of individual study					39
3.8 Total hours per semester					60
3.9 Number of credits					2

4. Prerequisites (if applicable)

4.1 Referring to curriculum	Not necessary
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 competencies	Apply methodical-analytical skills and interdisciplinary qualifications Implement structures which can address the required staff in a market-adequate way, and which can create long-term loyalty Manage international and intercultural HR processes successfully
Transversal competencies	Exercise business English language Apply group work to tasks and projects

7. Course objectives (based on specific competencies accumulated)

7.1 General objective	Upon completion of this module, students will gain a thorough understanding of the psychological and sociological aspects of the employment relationship and work organization. They will understand relevant theories in these contexts and apply them in practice.
7.2 Specific objectives	After successfully finalizing this course, students will be able to: <ul style="list-style-type: none">▪ Understand and use the basic notions in the field.▪ Identify social exchange, economics, industrial relations, legal, and justice theories to explore and extend the understanding of the employment relationship.▪ Understand the multi-disciplinary and international understanding of the employment relationship.

8. Content

8.1	Course	Teaching methods	Observations (time and bibliography)
1.	Multiple aspects of the employer-employee-relationship.	Interactive course, heuristic conversation, problem solving method	2 hours
2.	The employment relationship	Interactive course, heuristic conversation, problem solving method	2 hours
3.	Psychological aspects: psychological contracts, work satisfaction, motivation, leadership	Interactive course, heuristic conversation, problem solving method	6 hours
4	Sociological aspects such as theories of work organisations (e.g. bureaucracy, Taylorism, Fordism), changing work organisations and occupational inequalities	Interactive course, heuristic conversation, problem solving method	4 hours

**Bibliography**

- Paul Blyton, Edmund Heery, Peter Turnbull 2010 *Reassessing the Employment Relationship* Palgrave Macmillan
- Stewart Johnstone, Peter Ackers (2015) *Finding a Voice at Work? New Perspectives on Employment Relations* 978-0-19-966801-4 Paperback
- Coyle-Shapiro, J. A.-M. / Shore, L.M. / Taylor, M.S. / Tetrick, L.E. (2004): *The Employment Relationship: Examining Psychological and Contextual Perspectives*, New York: Oxford University Press

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

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	EVP, portfolio	50 + 50
10.5 Seminar/ Laboratory	-	-	
10.6 Minimal performance standard			
Obtaining 5 points (out of 10) both for the evaluation along the semester (seminar) and for the final evaluation (exam).			

Date
1 October 2017

Course coordinator
Assoc. Prof. **Andreea Negruți**,
Ph.D.

Seminar coordinator
Assoc. Prof. **Andreea Negruți**, Ph.D.

Date of approval in the department
9 March 2015

Head of department
Professor Valentin Nita, Ph.D