



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 Department	Management, Marketing and Business Administration
1.4 Field of study	Management
1.5 Cycle of study	Master
1.6 Study program / Qualification	SHRME - Strategic Human Resource Management in Europe

2. Information about the course

2.1 Course title	Sustainable HRM, Ethics and Academic Integrity						
2.2 Course coordinator	Professor Daniela-Tatiana Agheorghiesei, PhD						
2.3 Seminar coordinator	Professor Daniela-Tatiana Agheorghiesei, PhD						
2.4 Year of study	2	2.5 Semester	2	2.6 Type of evaluation*	E	2.7 Course status**	E

* 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: 2 course	1	seminar / laboratory	0.5
3.4 Total number of hours per semester	21	out of which: 21 course	14	seminar / laboratory	7
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					20
Preparing seminars/laboratories, assignments, papers, portfolios and essays					30
Tutorship					16
Examination					4
Other activities					-

3.7 Total hours of individual study	80
3.8 Total hours per semester	100
3.9 Number of credits	4

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	Internet access, laptop/computer, audio/video login on TEAMS platform (in the case of online activity)
5.2 For the seminar / laboratory	Internet access, laptop/computer, audio/video login on TEAMS platform (in the case of online activity)

6. Specific competences accumulated

Professional competencies	-
Transversal competencies	CT1 - Applying the principles, norms and values of professional ethics within its own rigorous, efficient and responsible work strategy (0.5 credits)

7. Course objectives (based on specific competencies accumulated)

7.1 General objective	Main objective: To acquire the theoretical and methodological elements of ethics and academic integrity
7.2 Specific objectives	After successfully finalizing this course, students will be able to: <ul style="list-style-type: none"> understand the fundamental concepts and principles of ethics and academic integrity; understand the theoretical aspects and practice application of ethics and academic integrity; identify the ethical and academic integrity issues faced in their activity and to solve it by applying the specific knowledge

8. Content

8.1	Course	Teaching methods	Observations (time and bibliography)
1.	Key-issues of Sustainability in organization - definition, importance, principles, methods and strategies. Sustainable HRM. How to create sustainable HR systems.	Interactive course, exposure, explanations, heuristic conversation	<i>6 hours</i> See Compulsory reading
2.	Key-issues of Ethics and Academic Integrity. Definitions of Ethics. Definitions of Academic Integrity/Academic Honesty. Importance. Academic Integrity/Honesty Principles and Policies	Interactive course, exposure, explanations, heuristic conversation	<i>1 hour</i> See Compulsory reading
3.	Ethics theories and Academic Integrity/Academic Honesty	Interactive course, exposure, explanations, heuristic conversation	<i>3 hours</i> See Compulsory reading
4.	Academic Dishonesty. Definitions. Forms. Causes. Negative Implications	Interactive course, exposure, explanations, heuristic conversation	<i>1 hour</i> See Compulsory reading

5.	Cheating and plagiarism. Avoiding plagiarism - How to cite bibliographic sources according to the academic integrity principles and rules	Exposure, explanations, heuristic conversation	2 hours See Compulsory reading
6.	Methods to avoid Academic Dishonesty. The Handbook of Students	Exposure, explanations, heuristic conversation	1 hour See Compulsory reading

Bibliography

Compulsory reading:

“Sustainable HRM, Ethics and Academic Integrity” PPT handouts for SHRME students, FEAA, UAIC
The Code of Ethics of “Alexandru Ioan Cuza” University of Iași; The Charter of “Alexandru Ioan Cuza” University of Iași (<http://www.uaic.ro/despre-uaic/viziune/>);
European Commission, EURAXESS, Brochure: The European Charter for Researchers & the Code of Conduct for their Recruitment, <https://euraxess.ec.europa.eu/content/brochure-european-charter-researchers-code-conduct-their-recruitment>;

Optional reading:

Sustainable Human Resource Management, Special Issue Editor Tamás Bányai, MDPI, ISBN 978-3-03921-682-6 (Pbk), ISBN 978-3-03921-683-3 (PDF), a reprint of articles from the Special Issue published online in the open access journal *Sustainability* (ISSN 2071-1050) from 2018 to 2019 (available at: [https://www.mdpi.com/journal/sustainability/special issues/Human Resource Management](https://www.mdpi.com/journal/sustainability/special%20issues/Human%20Resource%20Management)), 2019
Bretag, T., A. (2017), *Handbook of Academic Integrity*, Springer Singapore;
Davis, S.F., Drinan, P.F., Gallant, T.B. (2011), *Cheating in School: What We Know and What We Can Do*, John Wiley & Sons;
Katz, J.S., Martin, B.R. (1997), What is research collaboration?, *Research Policy*, 26, 1-18;
Academic Integrity – MIT- MIT- Academic Integrity at the Massachusetts Institute of Technology: A Handbook for Students, web.mit.edu/academicintegrity/handbook/handbook.pdf;
Academic Integrity at MIT - A Handbook for Students, <https://integrity.mit.edu/>;
Oyekan, O. (2013), *Academic Integrity: Study & Guide*, Xlibris Corporation;
Bleeker, K.C. (2007), *To Be Honest: Championing Academic Integrity in Community Colleges*, Amer. Assn. of Community Col.

8.2	Seminar / Laboratory	Teaching methods	Observations (time and bibliography)
1-10	<p>Read and prepare to discuss the case study indicated at the previous seminar.</p> <p><i>Debate and case studies</i> - Sustainable business. Sustainable HRM - importance, principles, strategies</p> <p><i>Debate</i> – Ethics and academic integrity. Importance and Principles; <i>Application</i> - Ethics and academic integrity - The Code of Ethics of “Alexandru Ioan Cuza” University of Iași; The Charter of “Alexandru Ioan Cuza” University of Iași; <i>Debate</i> – Academic Honesty Policies; <i>Debate</i> – Violations of Academic integrity. Forms and Negative consequences; <i>Application</i> – Applying ethics theories in solving academic integrity issues <i>Case study</i> – Cheating and Plagiarism. Neg-</p>	Interactive teaching methods, applications, case study method, debates	7 hours (case studies of the course book)

	<p>ative consequences; <i>Application-</i> Avoiding Plagiarism – Quoting bibliographic sources according the academic integrity principles and rules; <i>Applications -</i> Avoiding Plagiarism – Paraphrasing bibliographic sources according the academic integrity principles and rules; <i>Application-</i> Avoiding Plagiarism – Taking bibliographic notes according the academic integrity principles and rules; <i>Application -</i> Avoiding Plagiarism – Summarizing bibliographic content according the academic integrity principles and rules <i>Case study</i> – Ethics and Academic integrity in Research Collaboration.</p>		
<p>Bibliography</p> <p>Compulsory reading: “Sustainable HRM, Ethics and Academic Integrity” PPT handouts for SHRME students, FEAA, UAIC The Code of Ethics of “Alexandru Ioan Cuza” University of Iași; The Charter of “Alexandru Ioan Cuza” University of Iași (http://www.uaic.ro/despre-uaic/viziune/); European Commission, EURAXESS, Brochure: The European Charter for Researchers & the Code of Conduct for their Recruitment, https://euraxess.ec.europa.eu/content/brochure-european-charter-researchers-code-conduct-their-recruitment;</p> <p>Optional reading: Sustainable Human Resource Management, Special Issue Editor Tamás Bányai, MDPI, ISBN 978-3-03921-682-6 (Pbk), ISBN 978-3-03921-683-3 (PDF), a reprint of articles from the Special Issue published online in the open access journal <i>Sustainability</i> (ISSN 2071-1050) from 2018 to 2019 (available at: https://www.mdpi.com/journal/sustainability/special issues/Human Resource Management), 2019 Bretag, T.,A. (2017), <i>Handbook of Academic Integrity</i>, Springer Singapore; Davis, S.F., Drinan, P.F., Gallant, T.B. (2011), <i>Cheating in School: What We Know and What We Can Do</i>, John Wiley & Sons; Katz, J.S., Martin, B.R. (1997), What is research collaboration?, <i>Research Policy</i>, 26, 1-18; Academic Integrity – MIT- MIT- Academic Integrity at the Massachusetts Institute of Technology: A Handbook for Students, web.mit.edu/academicintegrity/handbook/handbook.pdf; Academic Integrity at MIT - A Handbook for Students, https://integrity.mit.edu/; Oyekan, O. (2013), <i>Academic Integrity: Study & Guide</i>, Xlibris Corporation; Bleeker, K.C. (2007), <i>To Be Honest: Championing Academic Integrity in Community Colleges</i>, Amer. Assn. of Community Col.</p>			
<p>Evaluation system Exam - 100% (minimum 5 out of 10) - Comprehensive Project on a due structure - <i>Specific aspects in Sustainable HRM, Ethics and Academic Integrity</i> The Project will be uploaded on Moodle Platform, January, 14, 2022 (8 a.m.-8 p.m.) A bonus of maximum 1 point will be added to the final grade (participation of students in class discussion - debates/case studies/applications)</p>			

Professor **Daniela-Tatiana AGHEORGHIESEI**, PhD

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Date of approval in the department
September, 27, 2021

Head of department
Associate Professor **Andrei Neșțian**, PhD

