



COURSE OUTLINE

1. Information about the program

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| 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

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|-------------------------|--|--------------|---|-------------------------|----|-----------------------|
| 2.1 Course title | Digital HR Management | | | | | |
| 2.2 Course coordinator | Professor Daniel Păvăloaia , PhD, Hab | | | | | |
| 2.3 Seminar coordinator | - | | | | | |
| 2.4 Year of study | 2 | 2.5 Semester | 2 | 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)

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|--|-----|----------------------|-----|----------------------|---|
| of Estimated time allocation (hours per semester) and teaching activities) | | | | | |
| 3.1 Number of hours per week | 1.5 | out of which: course | 1.5 | seminar / laboratory | 0 |
| 3.2 Total number of hours per semester | 18 | out of which: course | 18 | seminar / laboratory | 0 |
| 3.3 Time allocation | | | | | h |
| Study based on course book, course materials, bibliography and other | | | | | |
| Supplementary study in the library, on electronic platforms and on the field | | | | | |
| Preparing seminars/laboratories, assignments, papers, portfolios and essays | | | | | |
| Tutorship | | | | | |
| Examination | | | | | |
| Other activities | | | | | |
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| 3.4 Total hours of individual study | | | | | |
| 3.5 Total hours per semester | | | | | |
| 3.6 Number of credits | | | | | |

4. Prerequisites (if applicable)

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|------------------------------|---------------------------|
| 4.1 Referring to curriculum | 1st, 2nd and 3rd semester |
| 4.2 Referring to competences | - |

5. Conditions (if applicable)

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

6. Specific competences accumulated



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|----------------------------------|---|
| Professional competencies | 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) |
| Transversal competencies | 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) |

7. Discipline objectives (based on specific competencies accumulated)

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| 7.1 General objective | Upon completion of this module, students will understand the general concepts related to using the Information Systems to understand the necessity of HRM digitalization. Furthermore, students will learn about the Relational model and its application within a Database Management System in HRM. A theoretical foundation regarding ERP platforms will be provided with examples of platforms that contain HR module. The course will also include topics that cover the technology trends in the HRM domain, such as Robotic Process Automation (RPA by UiPath) and Artificial Intelligence (AI). |
| 7.2 Specific objectives | After successfully finalizing this course, students will be able to: <ul style="list-style-type: none">• 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 Database Management Systems platforms such as MS Access.• Understand, identify, and learn about different ERP platforms (Microsoft AX, SAP) that contain HRM modules.• Be aware of the technology trends (RPA, AI) and their application in HRM |

8. Content

| 8.1 | Course | Teaching methods | Observations (time and bibliography) |
|-----|---|--|---|
| 1. | The use of Databases in the management of HRs | Interactive course, heuristic conversation, problem solving method | 5 hours |
| 2. | HR Information Systems | Interactive course, | 4 hours |
| 3. | Automatizing the HRM tasks with Robotic Process Automation. A case study in HRM using UiPath platform | Interactive course, problem solving method | 2 hours |
| 4. | Artificial Intelligence applications in digitalizing the HRM | Interactive course | 2 hours |
| 5. | Functional characteristics of Information systems for the management of HRs | Interactive course, heuristic conversation, problem solving method | 2 hours |
| 6. | ERP solutions for the HR management | Interactive course, heuristic conversation, problem solving method | 3 hours |

Bibliography

- Kavanagh, M.J., Thite, M., Human Resource Information Systems. Basics, Applications, and Future Directions, Sage Publications, 2009/2015, <https://study.sagepub.com/kavanagh4e>
- Pavaloaia, V.D., Hurbean L., Fotache D., 2019, Modern Business Information Systems. Extended



ERP Components and their Integration (Vol. 2), Lambert Academic Publishing, ISBN 978-613-9-47120-1. <https://amzn.to/2McVduh>

- Hurbean, L., Fotache, D., Pavaloaia, V.D., 2016, Modern Business Information Systems. The Enterprise Resource Planning and its functions (Vol. 1), Lambert Academic Publishing, ISBN 978-365-991709-7. <https://amzn.to/2MeAvKQ>
- Păvăloaia, V. D., Necula, S.C., 2020, Artificial Intelligence for Business, Lambert Academic Publishing, ISBN 978-620-3-19947-5 <https://amzn.to/3LJ1Mle>

Slides will be posted on FEAA Portal/MS Teams/Elearning platform in the Document Section for Digital HRM discipline

| 8.2 | Seminar / Laboratory | Teaching methods | Observations (time and 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).

| Type of activity | 10.1 Evaluation criteria | 10.2 Evaluation methods | 10.3 Allocation to the final grade (%) |
|--|--------------------------|--|--|
| 10.4 Course | Exams | One online exam using FEAA's elearning platform from the topics HRIS, DB, RPA, AI, and ERP | 100% |
| 10.6 Minimal performance standards: Min. 5.00 for the grade of the above Exams | | | |

Date
28 Sept. 2021

Course coordinator
Professor **Daniel Păvăloaia**, PhD, Hab

Seminar coordinator

Date of approval in the department
28 Sept. 2021

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