



## 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	Strategic Human Resource Management in Europe

### 2. Information about the course

2.1. Course title	Master Thesis : Conception, part 1						
2.2. Course coordinator	-						
2.3. Seminar coordinator	Carmen Claudia ARUSTEI, Ph.D., lecturer						
2.4. Year of study	2	2.5. Semester	3	2.6. Type of evaluation*	OE	2.7. Course status**	C

\* MT-MID-TERM, O-ORAL EXAM, E-EXAM, M-MIXED; OE-ONGOING EVALUATION \*\*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: course	-	seminar/laboratory	1,5
3.2. Total number of hours per semester	21	out of which: course	-	seminar/laboratory	21
3.3. Time allocation					h
Study based on course book, course materials, bibliography and other					20
Supplementary study in the library, on electronic platforms and on the field					55
Preparing seminars/laboratories, assignments, papers, portfolios and essays					40
Tutorship					10
Examination					4
Other activities .....					
3.4. Total hours of individual study					129
3.5. Total hours per semester					150
3.6. Number of credits					6

### 4. Prerequisites(if applicable)

4.1 Referring to curriculum	Empirical social research (part 1)
4.2 Referring to competences	Not necessary

### 5. Conditions(if applicable)

5.1 For the course	Not necessary
5.2 For the seminar / laboratory	Internet acces ; access to research articles in HRM field

**6. Specific competences accumulated**

<b>Professional competencies</b>	<p>design and conduct HR strategic research in order to improve HR Management outcomes.</p> <p>analyse HRM from a strategic point of view</p> <p>design research proposals for master thesis topic that bring added value to both research and practice</p> <p>understand methodology related to HRM research field</p> <p>conducting literature reviews</p>
<b>Transversal competencies</b>	<p>methodical-analytical skills; critical thinking skills;</p> <p>consultancy skills in HR Management;</p> <p>knowledge of English with special focus on HR research related terminology, intercultural communication and networking skills.</p>

**7. Course objectives (based on specific competencies accumulated)**

<b>7.1 General objective</b>	<p>Upon completion of the course, students will be able to carry out literature search, write a critical literature review, define the research questions of the master thesis, develop a structure for their master thesis, decide on an appropriate research design for their master thesis.</p>
<b>7.2 Specific objectives</b>	<p>After successfully finalizing this course, students will be able to:</p> <ul style="list-style-type: none"> <li>▪ write their master thesis proposal;</li> <li>▪ discuss research projects in classroom and comment on others' scientific work;</li> <li>▪ understand and accurately use the specific research terminology.</li> </ul>

**8. Content**

8.1	Course	Teaching methods	Observations (time and bibliography)
1.	-	-	-
8.2	Seminar / Laboratory	Teaching methods	Observations (time and bibliography)
1.	Conception of the Master thesis: examples of research, of research proposals	presentation and classroom discussion	3
2.	Conception of the Master thesis: defining research questions, research aim and objectives	presentation and classroom discussion; problem solving	3
3.	Conception of the Master thesis: literature search in international journals and databases, literature review	presentation, classroom discussion, documents analyses	3
4.	Conception of the Master thesis: literature review presentations	students presentations	3
5.	Conception of the Master thesis: research design, strategies of gathering data, sampling techniques	presentation and classroom discussion	3



6.	Conception of the Master thesis: soft skills for doing research – time management, relationship with the coordinator	presentation and classroom discussion	3
7.	Presenting the research proposals - master thesis designs	presentation and classroom discussion	3

**Bibliography**

- Blumberg F. Boris, Cooper R. Donald, Schindler S. Pamela (2014), *Business Research Methods*, 4<sup>th</sup> edition, Ed. McGraw Hill Education, UK.
- Saunders Mark, Lewis Philip, Thornhill Adrian (2007), *Research Methods for Business Students*, 4<sup>th</sup> edition, Ed. Prentice Hall, UK.
- Babbie Earl (2010), *The Practice of Social Research*, 12<sup>ve</sup> edition, Wadsworth, Cengage Learning, USA.
- Zaiț D., Spalanzani A., Zaiț A. (2015), *Construcția strategică a cercetării*, Ed. SedcomLibris, Iași
- Zhang, Y., Shan Xu, Zhang, L., Yang, M., (2021), Big data and human resource management research: An integrative review and new directions for future research, *Journal of Business Research*, Vol. 133, pp. 34-50, <https://doi.org/10.1016/j.jbusres.2021.04.019>.
- Srivastava, S., Singh, S., Dhir, S., (2020), Culture and International business research: A review and research agenda, *International Business Review*, Vol. 29, Issue 4, <https://doi.org/10.1016/j.ibusrev.2020.101709>.

**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 discipline 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	-	-	
10.5. Seminar	Critical thinking skills	Main idea of the research proposal (main dissertation thesis idea from the literature presented in the 4 <sup>th</sup> meeting)	25%
	Systematic literature review	Active participation to discussion during the semester, free writing activities	10%
	Congruent research proposal	Assessment of a peer's research proposal (relevant and useful feedback)	15%
		Research proposal (content + presentation)	50%



**10.6** Minimal performance standard

Obtaining 5 grade (out of 10) as a final grade

**Date**

27.09.2023

**Course coordinator**

**Seminar coordinator**

**Carmen Claudia ARUȘTEI**, Ph.D., lecturer

Date of approval in the departament

28.09.2023

Head of departament

**Andrei Ștefan NEȘTIAN**, PhD, Professor