



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 / Master in Strategic Human Resource Management in Europe

2. Information about the course

2.1 Course title	Psychological & Sociological Aspects of Human Resource Management						
2.2 Course coordinator	Cătălin-Ioan CLIPA, PhD, Associate Professor						
2.3 Seminar coordinator	Cătălin-Ioan CLIPA, PhD, Associate Professor						
2.4 Year of study	1	2.5 Semester	1	2.6 Type of evaluation*	OA	2.7 Course status**	C

* MT - MIDTERM, O - ORAL EXAM, E - EXAM, M - MIXED, OA - ONGOING ASSESSMENT ** 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	1	3.3 seminar	-
3.4 Total number of hours per semester	14	out of which: 3.5 course	14	3.6 seminar	-
Time allocation					h
Study based on course book, course materials, bibliography and other					15
Supplementary study in the library, on electronic platforms and on the field					15
Preparing seminars/laboratories, assignments, papers, portfolios and essays					29
Tutorship					1
Examination					1
Other activities					-
3.7 Total hours of individual study					61
3.8 Total hours per semester					75
3.9 Number of credits					3

4. Prerequisites (if applicable)

4.1 Referring to curriculum	-
4.2 Referring to competences	-

5. Conditions (if applicable)

5.1 For the course	Attendance and preparation are mandatory. For on-line
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	participation it is required a device with Microsoft Teams software and audio-video features.
5.2 For the seminar / laboratory	-

6. Specific competences accumulated

Professional competencies	<ul style="list-style-type: none"> • Understand, anticipate, and influence the behaviour of different employees and applicant demographics. • Implement structures which can address the required staff in a market-adequate way, and which can create a productive employment experience. • Initiate and manage change in HR successfully. • Recruit strategically required personnel and create long-term loyalty with the enterprise. • Run international and intercultural HR processes competently and successfully.
Transversal competencies	<p>TC1. Application of the professional ethical norms and values in decision-making and undertaking of complex professional tasks, independently or within a team.</p>

7. Course objectives (based on specific competencies accumulated)

7.1 General objective	Upon completion of this course, 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	<p>After successfully finalizing this course, students will be able to:</p> <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.	The relation of HRM with Psychology and Sociology. Employment relationship as a social exchange	Interactive lecture, heuristic conversation	2 hours
2.	Job and organization fit vs. job crafting. The psychological contract	Interactive lecture, heuristic conversation	2 hours
3.	Managing the individual differences. Personality at work	Interactive lecture, heuristic conversation	2 hours
4	Job- and organization-related attitudes: identification, commitment, involvement, engagement and job satisfaction Emotions, moods and emotional intelligence	Interactive lecture, heuristic conversation	2 hours





5	Employee motivation Stress, employee mental health and wellbeing	Presentation and discussions	2 hours
6	Cultural and social aspects that shape an individual Organizational culture and socialization, learning and training	Presentation and discussions	2 hours
7	Group processes and work teams Leadership, influence, trust, power and politics	Presentation and discussions	2 hours

Bibliography

- Aamodt, Michael (2016) *Industrial/ Organizational Psychology – An Applied Approach*, 8th Edition, Cengage Learning
- Blyton, Paul; Heery, Edmund; Turnbull, Peter (2010) *Reassessing the Employment Relationship*, Palgrave Macmillan
- Britt, Thomas W., Jex, Steve M. (2014) *Organizational Psychology: A Scientist-Practitioner Approach*, 3rd Edition, Wiley
- Cascio, Wayne F., Aguinis, Herman (2014) *Applied psychology in human resource management*, 7th edition, Pearson, Harlow
- Chmiel, Nik (Editor), Fraccaroli, Franco (Editor), Sverke, Magnus (Editor) (2017) *An Introduction to Work and Organizational Psychology: An International Perspective*, 3rd Edition, Wiley-Blackwell
- Ones, Deniz S.; Anderson, Neil; Viswesvaran, Chockalingam; Sinangil, Handan Kepir (2018) *The SAGE Handbook of Industrial, Work, and Organizational Psychology : Volume 1: Personnel Psychology and Employee Performance*, 2nd edition, Sage Publications Inc.
- Ones, Deniz S.; Anderson, Neil; Viswesvaran, Chockalingam; Sinangil, Handan Kepir (2018) *The SAGE Handbook of Industrial, Work, and Organizational Psychology : Volume 2: Organizational Psychology*, 2nd edition, Sage Publications Inc.
- Robbins, Stevens; Judge, Timothy (2022) *Organizational Behavior*, Updated 18th Edition, Pearson

8.2	Seminar	Teaching methods	Observations (time and bibliography)
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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
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			to the final grade (%)
10.4 Course	Theoretical and applied knowledge	Class participation	30
		Individual project	70
10.5 Seminar/ Laboratory	Applied / practical knowledge	-	
10.6 Minimal performance standard			
Obtaining 5 points (out of 10) for the evaluation.			

Date
September 27, 2023

Course coordinator,

Cătălin-Ioan CLIPA, PhD, Associate
Professor

Seminar coordinator,

Cătălin-Ioan CLIPA, PhD, Associate
Professor

Date of approval
September 28, 2023

Head of department,

Ștefan-Andrei NEȘTIAN, PhD, Professor

