



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	Business Administration
1.5 Cycle of study	bachelor
1.6 Study program / Qualification	Business Administration

2. Information about the course

2.1 Course title	Human Resource Management						
2.2 Course coordinator	Associate prof. Andrei Nestian , PhD						
2.3 Seminar coordinator	Iuliana Chițac , PhD						
2.4 Year of study	3	2.5 Semester	2	2.6 Type of evaluation*	E	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	4	out of which: 3.2 course	2	3.3 seminar / laboratory	2
3.4 Total number of hours per semester	48	out of which: 3.5 course	24	3.6 seminar / laboratory	24
Time allocation					h
Study based on course book, course materials, bibliography and other					38
Supplementary study in the library, on electronic platforms and on the field					28
Preparing seminars/laboratories, assignments, papers, portfolios and essays					30
Tutorship					4
Examination					2
Other activities					
3.7 Total hours of individual study					102
3.8 Total hours per semester					150
3.9 Number of credits					6

4. Prerequisites (if applicable)

4.1 Referring to curriculum	Management
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	C4 Assistance for human resource management (3,5 credits)
Transversal competencies	CT1 – Applying principles, norms and professional ethics values in his own rigorous, efficient and responsible work strategy. (0,5 credits) CT2 – Identifying roles and responsibilities within a multispecialized team and applying relational techniques and efficient work techniques within the team (1 credits)

7. Course objectives (based on specific competencies accumulated)

7.1 General objective	Developing the basic knowledge regarding the specific activities of the management of human resources in a company;
7.2 Specific objectives	After successfully finalizing this course, students will be able : <ul style="list-style-type: none">▪ To build and to use the adequate instruments, needed in the management of human resources;▪ To form the right type of behavior, needed in working with people

8. Content

8.1	Course	Teaching methods	Observations (time and bibliography)
1.	Managing human resources today;	Interactive course, heuristic conversation, problem solving method	2 hours (chap 1 from the course book)
2.	Managing equal opportunity and diversity	Interactive course, heuristic conversation, problem solving method	2 hours (chap 2 from the course book)
3.	Strategic human resource management;	Interactive course, heuristic conversation, problem solving method	2 hours (chap 3 from the course book)
4.	Recruiting and Talent Management	Interactive course, heuristic conversation, problem solving method	2 hours (chap 4 from the course book)
5.	Selecting Employees	Interactive course, heuristic conversation, problem solving method	2 hours (chap 5 from the course book)
6.	Training and Developing Employees	Interactive course, heuristic conversation, problem solving method	2 hours (chap 6 from the course book)



7.	Performance and Talent Management	Interactive course, heuristic conversation, problem solving method	2 hours (chap 7 from the course book)
8.	Compensating Employees	Interactive course, heuristic conversation, problem solving method	2 hours (chap 8 from the course book)
9.	Ethics, Employee Rights, and Fair Treatment at Work	Interactive course, heuristic conversation, problem solving method	2 hours (chap 9 from the course book)
10.	Improving Occupational Safety, Health, and Security	Interactive course, heuristic conversation, problem solving method	2 hours (chap 11 from the course book)
11.	Managing Human Resources in Entrepreneurial Firms	Interactive course, heuristic conversation, problem solving method	2 hours (chap. 12 from the course book)
12.	Managing HR Globally	Interactive course, heuristic conversation, problem solving method	2 hours (chap 13 from the course book)

Bibliography**Mandatory reading:**

- Dessler Gary - Fundamentals of Human Resource Management, 2nd Edition, Florida International University, Prentice Hall, 2012

Optional reading:

- Armstrong, Michael (2006). A Handbook of Human Resource Management Practice, 10th edition, London: Kogan Page
- Romanian Labour Law

8.2	Seminar / Laboratory	Teaching methods	Observations (time and bibliography)
1-9.	Recruitment and selection simulation	Interactive role play	18 hours
10-12	Case studies and Group presentations	Peer-teaching	6 hours

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- Dessler Gary - Fundamentals of Human Resource Management, 2nd Edition, Florida International University, Prentice Hall, 2012

Optional reading:

- Armstrong, Michael (2006). A Handbook of Human Resource Management Practice, 10th edition, London: Kogan Page
- Romanian Labour Code

9. Bridging course content with the expectations of the community, professional associations and representative employers in the field of the program



The course content and the seminar applications are discussed with HR specialists from the local businesses and from consultancy companies specialized in HR services in order to stay connected with the most important practices in the field. HR specialists are invited in the classroom during the recruitment and selection simulation. The students are required to provide feedback anonymous after each semester about the course structure, teaching methods and other interesting points that they wish to express.

10. Evaluation

Type of activity	10.1 Evaluation criteria	10.2 Evaluation methods	10.3 Allocation to the final grade (%)
10.1 Course	Theoretical and applied knowledge	Exam	50%
10.2 Seminar/ Laboratory	Applied / practical knowledge	Simulation (Role play) and on-going assesment durring the seminar	50%
10.3 Minimal performance standard			
Obtaining 5 points (out of 10) both for the evaluation along the semester (seminar) and for the final evaluation (exam).			

Date
23 September 2021

Course coordinator
Associate prof. **Andrei Nestian**, PhD

Seminar coordinator
Iuliana Chițac, PhD

Date of approval in the departament
24 September 2021

Head of departament
Associate prof. **Andrei Nestian**, PhD