

TUTORIAL COURSE FORM

2025-2026 ACADEMIC YEAR

Name of the tutorial course (incoming Erasmus/exchange students)	Digital HR Management
Name of the professor	Daniel Pavaloaia, PhD Professor
Email of the professor	danpav@uaic.ro
Office of the professor Consultation hours	Office B303
Semester(s) in which the tutorial course is available	1 st semester
No. of ECTS credits	6
Level of study (bachelor/master/PhD)	bachelor/master
Short description/Contents	<p>Upon completion of this module, students will understand the general concepts of related to using the Information Systems for HRM and will be able to develop a project in a Database Management System (MS Access) and perform case studies in ERP application (MS Dynamics AX/NAV).</p> <p>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).</p> <p>After successfully finalizing this course, students will improve their technical skills and will be able to:</p> <ul style="list-style-type: none"> • Understand the concepts of IS and Databases and how can be applied in the HRM domain. • Understand and use the basic notions related to HRM by using Microsoft Access. • Understand, identify, and solve different problems in the field using ERP applications (Microsoft Dynamics Axapta or Navision). • Become aware of the technology trends (RPA, AI) and their application in HRM.

Assessment/Evaluation	<ol style="list-style-type: none"> 1. Project's development and online presentation in MS Access 365 (P-Access) – 40% of the grade 2. Dynamics AX- Practical Online Evaluation (P-Dynamics) – 30% of the grade 3. Theory exam using FEAA's elearning platform from the topics HRIS, Database, RPA, AI, and ERP – 30% of the grade <p>A min grade of 5.00 should be obtained to pass the course.</p>
Bibliography	<ul style="list-style-type: none"> • Kinser, A.S., Lending, D., Nightingale, J.P., Hammerle, P., Kinser, E. and Moriarity, B., 2011. Your Office: Microsoft Access 2010 Comprehensive. Pearson Higher Ed. • Luszczak, Andreas, Using Microsoft Dynamics AX 2012: Updated for Version R2 Paperback – May 31, 2013, ISBN-10: 3658017082, ISBN-13: 978-3658017088
Observations	