



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 HR Management in Europe (SHRME)

2. Information about the course

2.1 Course title	Project Seminar						
2.2 Course coordinator							
2.3 Seminar coordinator	Lecturer Sebastian Uriesi , PhD						
2.4 Year of study	1	2.5 Semester	2	2.6 Type of evaluation*	M	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	1	out of which: 0 course	0.0	seminar / laboratory	1
3.4 Total number of hours per semester	14	out of which: 0 course	0.0	seminar / laboratory	14
Time allocation					H
Study based on course book, course materials, bibliography and other					10
Supplementary study in the library, on electronic platforms and on the field					22
Preparing seminars/laboratories, assignments, papers, portfolios and essays					25
Tutorship					2
Examination					2
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	1 st semester
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	<p>C1&C2. Cognitive competencies: C1. Understanding labour market context and conditions C2. Identifying HR topics within a company</p> <p>C3. Functional competencies Construction and implementing HR tools and procedures</p> <p>C4. Personal competencies Creating behaviors for the implementation of the HR tools and procedures</p>
Transversal competencies	<p>TC. General competencies TC1. Capacity for developing professional tools/procedures and implementing it into organizational environment TC2. Capacity for using different web channels in order to obtain necessary information for professional topics</p>

7. Course objectives (based on specific competencies accumulated)

7.1 General objective	Upon completion of this module, students will have developed competencies to manage HR practical topics.
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 main concepts and basic notions in the HR field. ▪ Understand, identify and create HR tools and procedures; ▪ Implement and optimize specific HR tools and procedures; ▪ Manage HR tools/procedures in order to meet organizational objectives.

8. Content

8.1	Course	Teaching methods	Observations (time and bibliography)
1.	N/A – only seminar / laboratory.		
8.2	Seminar / Laboratory	Teaching methods	Observations (time and bibliography)
	<p>Read and prepare to discuss the materials indicated at the previous seminar (according to a predefined structure → e.g Job Description, Personal Resume, Interview Guide, Candidate Interview Evaluation Form, Induction Procedure, Employee Survey, Performance Management System, Personal Development Plan, Set of Rules for Conflict Management, HR Indicators, Learning Style). Develop HR tools and procedures.</p>	<p>Interactive teaching methods, heuristic conversation, individual work, group work, case study, debate, examples.</p>	14 hours



Comparative analysis. Questionnaires. Employment & Labour Law – The Labour Code.		
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Bibliography

- Armstrong, M., Taylor, S. (2014): Armstrong's Handbook of Human Resource Management Practice, 13th ed., London / Philadelphia: Kogan Page.
- Romanian Labour Code (Law No. 53/2003).

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 (online, 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 to the final grade (%)
10.4 Seminar	Applied / practical knowledge	Case Study (Team Project). Individual Portfolio.	50 % 50 %
10.5 Minimal performance standard			
Obtaining 5 points (out of 10) for each evaluation component (case study and individual portfolio).			

Date
20 September 2022

Course coordinator

Seminar coordinator
Lecturer **Sebastian Uriesi**, PhD

Date of approval in the department:
22 September 2022

Head of department
Prof. **Andrei Ștefan NEȘTIAN**, PhD