COURSE OUTLINE

1.   Information about the program

1.1 Higher education institution	**"Alexandru Ioan Cuza" University of Iaşi**
1.2 Faculty	**Faculty of Economics and Business Administration**
1.3 Departament	**Management, Marketing and Business Administration**
1.4 Field of study	**Management**
1.5 Cycle of study	**Master**
1.6 Study program / Qualification	**SHRME - Strategic Human Resource Management in Europe**

2. Information about the course

2.1 Course title		**Sustainable HRM, Ethics and Academic Integrity**					
2.2 Course coordinator		Professor **Daniela-Tatiana Agheorghiesei**, PhD					
2.3 Seminar coordinator		Professor **Daniela-Tatiana Agheorghiesei**, PhD					
2.4 Year of study	**2**	**2.5** Semester	1	**2.6** Type of evaluation*	**E**	**2.7** Course status**	**E**

* 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	**1.5**	out of which: **2** course	1	seminar / laboratory	**0.5**
3.4 Total number of hours per semester	**21**	out of which: **21** course	**14**	seminar / laboratory	**7**
Time allocation					h
Study based on course book, course materials, bibliography and other					**30**
Supplementary study in the library, on electronic platforms and on the field					**20**
Preparing seminars/laboratories, assignments, papers, portfolios and essays					**30**
Tutorship					**16**
Examination					**4**
Other activities					**-**

3.7 Total hours of individual study	**80**
3.8 Total hours per semester	**100**
3.9 Number of credits	**4**

4. Prerequisites (if applicable)

4.1 Referring to curriculum	**Not necessary**
4.2 Referring to competences	**Not necessary**

5. Conditions (if applicable)

5.1 For the course	**Internet access, laptop/computer, audio/video login on TEAMS platform (in the case of online activity)**
5.2 For the seminar / laboratory	**Internet access, laptop/computer, audio/video login on TEAMS platform (in the case of online activity)**

6. Specific competences accumulated

Professional	-
Transversal competencies	**CT1 -** Applying the principles, norms and values of professional ethics within its own rigorous, efficient and responsible work strategy (0.5 credits)

7. Course objectives (based on specific competencies accumulated)

7.1 General objective	Main objective: To acquire the theoretical and methodological elements of ethics and academic integrity
7.2 Specific objectives	After successfully finalizing this course, students will be able to: • understand the fundamental concepts and principles of ethics and academic integrity; • understand the theoretical aspects and practice application of ethics and academic integrity; • identify the ethical and academic integrity issues faced in their activity and to solve it by applying the specific knowledge

8. Content

8.1	Course	Teaching methods	Observations (time and bibliography)
1.	Key-issues of Sustainability in organization - definition, importance, principles, methods and strategies. Sustainable HRM. How to creat sustainable HR systems.	Interactive course, exposure, explanations, heuristic conversation	*4 hours* See Compulsory reading
2.	Key-issues of Ethics and Academic Integrity. Definitions of Ethics. Definitions of Academic Integrity/Academic Honesty. Importance. Academic Integrity/Honesty Principles and Policies	Interactive course, exposure, explanations, heuristic conversation	*1 hour* See Compulsory reading
3.	Ethics theories and Academic Integrity/ Academic Honesty	Interactive course, exposure, explanations, heuristic conversation	*1 hour* See Compulsory reading
4.	Academic Dishonesty. Definitions. Forms. Causes. Negative Implications	Interactive course, exposure, explanations, heuristic conversation	*1 hour* See Compulsory reading

| | | Cheating and plagiarism. Avoiding plagiarism - How to cite bibliographic sources according the academic integrity principles and rules | | |

Bibliography

Compulsory reading:

"Sustainable HRM, Ethics and Academic Integrity" PPT handouts for SHRME students, FEAA, UAIC

The Code of Ethics of "Alexandru Ioan Cuza" University of Iași; The Charter of "Alexandru Ioan Cuza" University of Iași (http://www.uaic.ro/despre-uaic/viziune/);

European Commission, EURAXESS, Brochure: The European Charter for Researchers & the Code of Conduct for their Recruitment, https://euraxess.ec.europa.eu/content/brochure-european-charter-researchers-code-conduct-their-recruitment;

Optional reading:

Sustainable Human Resource Management, Special Issue Editor Tam´as B´anyai, MDPI, ISBN 978-3-03921-682-6 (Pbk), ISBN 978-3-03921-683-3 (PDF), a reprint of articles from the Special Issue published online in the open access journal *Sustainability* (ISSN 2071-1050) from 2018 to 2019 (available at: https://www.mdpi.com/journal/ sustainability/special issues/Human Resource Management), 2019

Bretag, T.,A. (2017), *Handbook of Academic Integrity*, Springer Singapore;

Davis, S.F., Drinan, P.F., Gallant, T.B. (2011), Cheating in School: What We Know and What We Can Do, John Wiley & Sons;

Katz, J.S., Martin, B.R. (1997), What is research collaboration?, Research Policy, 26, 1-18;

Academic Integrity – MIT- MIT- Academic Integrity at the Massachusetts Institute of Technology: A Handbook for Students, web.mit.edu/academicintegrity/handbook/handbook.pdf;

Academic Integrity at MIT - A Handbook for Students, https://integrity.mit.edu;

Oyekan, O. (2013), Academic Integrity: Study & Guide, Xlibris Corporation;

Bleeker,K.C. (2007), To Be Honest:Championing Academic Integrity in Community Colleges, Amer. Assn. of Community Col.

8.2	Seminar / Laboratory	Teaching methods	Observations (time and bibliography)
1-10	Read and prepare to discuss the case study indicated at the previous seminar. *Debate and case studies* - Sustainable business. Sustainable HRM - importance, principles, strategies *Debate* – Ethics and academic integrity. Importance and Principles; *Application* - Ethics and academic integrity - The Code of Ethics of "Alexandru Ioan Cuza" University of Iași; The Charter of "Alexandru Ioan Cuza" University of Iași; *Debate* – Academic Honesty Policies; *Debate* – Violations of Academic integrity. Forms and Negative consequences; *Application* – Applying ethics theories in solving academic integrity issues *Case study* – Cheating and Plagiarism. Negative consequences; *Application*- Avoiding Plagiarism – Quoting bibliographic sources according the academic integrity principles and rules;	Interactive teaching methods, applications, case study method, debates	7 hours (case studies)

Applications - Avoiding Plagiarism – Para-phrasing bibliographic sources according the academic integrity principles and rules; *Application*- Avoiding Plagiarism – Taking bibliographic notes according the academic integrity principles and rules; *Application* - Avoiding Plagiarism – Sum-marizing bibliographic content according the academic integrity principles and rules *Case study* – Ethics and Academic integrity in Research Collaboration.		

Bibliography

Compulsory reading:
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The Code of Ethics of "Alexandru Ioan Cuza" University of Iași; The Charter of "Alexandru Ioan Cuza" University of Iași (http://www.uaic.ro/despre-uaic/viziune/);
European Commission, EURAXESS, Brochure: The European Charter for Researchers & the Code of Conduct for their Recruitment, https://euraxess.ec.europa.eu/content/brochure-european-charter-researchers-code-conduct-their-recruitment;

Optional reading:
Sustainable Human Resource Management, Special Issue Editor Tam´as B´anyai, MDPI, ISBN 978-3-03921-682-6 (Pbk), ISBN 978-3-03921-683-3 (PDF), a reprint of articles from the Special Issue published online in the open access journal *Sustainability* (ISSN 2071-1050) from 2018 to 2019 (available at: https://www.mdpi.com/journal/ sustainability/special issues/Human Resource Management), 2019
Bretag, T.,A. (2017), *Handbook of Academic Integrity*, Springer Singapore;
Davis, S.F., Drinan, P.F., Gallant, T.B. (2011), Cheating in School: What We Know and What We Can Do, John Wiley & Sons;
Katz, J.S., Martin, B.R. (1997), What is research collaboration?, Research Policy, 26, 1-18;
Academic Integrity – MIT- MIT- Academic Integrity at the Massachusetts Institute of Technology: A Handbook for Students, web.mit.edu/academicintegrity/handbook/handbook.pdf;
Academic Integrity at MIT - A Handbook for Students, https://integrity.mit.edu;
Oyekan, O. (2013), Academic Integrity: Study & Guide, Xlibris Corporation;
Bleeker,K.C. (2007), To Be Honest:Championing Academic Integrity in Community Colleges, Amer. Assn. of Community Col.

Evaluation system
50% PPT Presentation (during the semester) + 50% Exam (minimum 5 out of 10) - Comprehensive Project on a due structure - *Specific aspects in Sustainable HRM, Ethics and Academic Integrity*
The Project will be uploaded on Moodle Platform, January, 17, 2024 (8 a.m.-8 p.m.)
A bonus of maximum 1 point will be added to the final grade (participation of students in class discussion - debates/case studies/applications)

<div style="text-align:center">

Professor **Daniela-Tatiana AGHEORGHIESEI**, PhD   Professor **Daniela-Tatiana AGHEORGHIESEI**, PhD

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Date of approval in the departament
02.10. 2023

Head of departament
Associate Professor **Andrei NEȘTIAN**, PhD