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	**Strategic Human Resource Management in Europe**

2. Information about the course

2.1 Course title	**Digital HR Management**						
2.2 Course coordinator	Professor **Daniel Păvăloaia**, PhD, Hab						
2.3 Seminar coordinator	-						
2.4 Year of study	2	**2.5** Semester	2	**2.6** Type of evaluation*	MT	**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	1.5	out of which: course	1.5	seminar / laboratory	0
3.2 Total number of hours per semester	18	out of which: course	18	seminar / laboratory	0
3.3 Time allocation					h
Study based on course book, course materials, bibliography and other					
Supplementary study in the library, on electronic platforms and on the field					
Preparing seminars/laboratories, assignments, papers, portfolios and essays					
Tutorship					
Examination					
Other activities					

3.4 Total hours of individual study	
3.5 Total hours per semester	
3.6 Number of credits	

4. Prerequisites (if applicable)

4.1 Referring to curriculum	**1st, 2nd and 3rd semester**
4.2 Referring to competences	**-**

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	C2 – Assistance for administering the entire firm/organization (0,5 credits) C4 – Assistance for human resource management (0,75 credit) C5 – The use of specific databases for business administration (0.75 credits)
Transversal competencies	CT2 – Identifying roles and responsibilities within a multi-specialized team and applying relational techniques and efficient work techniques within the team (0,5 credits) CT3 - Identifying the opportunities for continuous learning and efficient use of the learning resources and techniques for personal development (0,5 credit)

7. Discipline objectives (based on specific competencies accumulated)

7.1 General objective	Upon completion of this module, students will understand the general concepts related to using the Information Systems to understand the necessity of HRM digitalization. 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).
7.2 Specific objectives	After successfully finalizing this course, students will be able to: • Understand the concepts of IS and Databases and how can be used in the HRM. • Understand and use the basic notions related to HRM by using different Database Management Systems platforms such as MS Access. • Understand, identify, and learn about different ERP platforms (Microsoft AX, SAP) that contain HRM modules. • Be aware of the technology trends (RPA, AI) and their application in HRM

8. Content

8.1	Course	Teaching methods	Observations (time and bibliography)
1.	The use of Databases in the management of HRs	Interactive course, heuristic conversation, problem solving method	5 hours
2.	HR Information Systems	Interactive course	4 hours
3.	Automatizing the HRM tasks with Robotic Process Automation. A case study in HRM using UiPath platform	Interactive course, problem solving method	2 hours
4.	Artificial Intelligence applications in digitalizing the HRM	Interactive course	2 hours
5.	Functional characteristics of Information systems for the management of HRs	Interactive course, heuristic conversation, problem solving method	2 hours
6.	ERP solutions for the HR management	Interactive course, heuristic conversation, problem solving method	3 hours

Bibliography
- Kavanagh, M.J., Thite, M., Human Resource Information Systems. Basics, Applications, and Future Directions, Sage Publications, 2009/2015, https://study.sagepub.com/kavanagh4e
- Pavaloaia, V.D., Hurbean L., Fotache D., 2019, Modern Business Information Systems. Extended

> ERP Components and their Integration (Vol. 2), Lambert Academic Publishing, ISBN 978-613-9-47120-1. https://amzn.to/2McVduh
> - Hurbean, L., Fotache, D., Pavaloaia, V.D., 2016, Modern Business Information Systems. The Enterprise Resource Planning and its functions (Vol. 1), Lambert Academic Publishing, ISBN 978-365-991709-7. https://amzn.to/2MeAvKQ
> - Păvăloaia, V. D., Necula, S.C., 2020, Artificial Intelligence for Business, Lambert Academic Publishing, ISBN 978-620-3-19947-5 https://amzn.to/3LJ1Mle

Slides will be posted on FEAA Portal/MS Teams/Elearning platform in the Document Section for Digital HRM discipline

8.2	**Seminar / Laboratory**	**Teaching methods**	**Observations** (time and bibliography)
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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).

Type of activity	**10.1 Evaluation criteria**	**10.2 Evaluation methods**	**10.3 Allocation to the final grade (%)**
10.4 Course	Exams	Exam using FEAA's elearning platform from the topics HRIS, DB, RPA, AI, and ERP	100%
10.6 Minimal performance standards: Min. 5.00 for the grade of the above Exams			

Date   Course coordinator   Seminar coordinator
28 Sept. 2022   Professor **Daniel Păvăloaia**, PhD, Hab

Date of approval in the departament   Head of departament
28 Sept. 2022   Professor **Florin Dumitriu**, PhD