

SYLLABUS

1. Information about the program

1.1 University	West University of Timisoara
1.2 Faculty	Faculty of Sociology and Psychology
1.3 Department	Psychology
1.4 Area of study	Psychology
1.5 Level of study	Master
1.6 Program of study/Qualification	Organizational and Occupational Health Psychology

2. Information about the discipline

2.1 Discipline title		HR processes and metrics					
2.2 Course coordinator		Associate lecturer Răzvan Ogîrcin					
2.3 Seminar coordinator		Associate lecturer Răzvan Ogîrcin					
2.4 Year of study	2	2.5 Semester	1	2.6 Type of evaluation	E	2.7 Type of discipline	C

3. Total estimated time (hours per semester for teaching activities)

3.1 Numbers of hours per week	2	of which: ...course	1	3.3 seminar/laboratory	1
3.4 Total of hours from the study plan	28	of which: ...course	14	3.6 seminar/laboratory	14
Distribution of time:					hours
Study of handbook, course support, references and notes					20
Additional study in library, specialized electronic platforms, on the field					20
Preparation of seminars/laboratories, topics, essays, portfolios					20
Tutoring activity					10
Examination					
Other activities...practical applications.....					2
3.7 Total hours of individual study				72	
3.8 Total hours per semester				100	
3.9 Number of credits				4	

4. Preconditions (where applicable)

4.1 related to the de curriculum	• not applicable
4.2 related to competencies	• not applicable

1. Conditions (where applicable)

5.1 related to course development	• not applicable
5.2 related to seminar/laboratory development	• not applicable

2. Specific built up competences

Professional competences	<p>Competences in need analysis Description of relevant concepts, models, theories and norms for organizational requirements and needs. Use of specialty knowledge for interpretation of specific organizational situations, problems, opportunities</p> <p>Competences in communication results Explaining choice of certain evaluation strategies, methods and techniques for specific organizational issues and contexts.</p>
Transversal competences	<p>Personal development (autonomy, self-efficacy, problem-solving) Understanding and development of ethics at work</p>

3. Objectives of discipline (emerged out of the specific built up competences grid)

7.1 General objective of the discipline	To gain knowledge about HR processes
7.2 Specific objectives	To understand how HR departments work and their connection to other departments To understand the HR processes and tools

4. Content

8.1 Course	Teaching methods	Remarks
1. HR processes and metrics 2. HR management 3. HR function 4. HR strategies 5. HR policies 6. Competency-based HRM 7. Strategic HR development	Lecture, discussion	Armstrong, M. (2006). <i>Human resources management practice</i> . London: Kogan Page Boxall, P., Purcell, J., & Wright, P. (2007). <i>The Oxford handbook of human resource management</i> . Oxford University Press
Key references Boxall, P., Purcell, J., & Wright, P. (2007). <i>The Oxford handbook of human resource management</i> . Oxford University Press		
8.2 Seminar	Teaching methods	Remarks
1-3 HR metrics 4-7 Presentation of case studies and analyzing practitioners approach	Discussion, debates and exercises	
Key references Boxall, P., Purcell, J., & Wright, P. (2007). <i>The Oxford handbook of human resource management</i> . Oxford University Press		

5. Corroboration of discipline's content with the expectations of the scientific community, professional associations and representative employers within the field of the study program

The topics and methods of this course are based on the needs of the labor market and inputs from HR specialists, managers and practitioners. The course aims at building knowledge in the field of organizational and occupational health psychology and developing research and evidence-based practice skills for diagnosis and intervention in organizations, therefore contributing at developing professional competences required by the College of Psychologists - Division of Work, Organization and Transport Psychology.

6. Evaluation

Type of activity	10.1 Evaluation criteria	10.2 Evaluation methods	10.3 Per cent of the final mark
10.4 Course	Acquired knowledge of the course theories and principles.	Presentation of critical analysis on most important HR metrics (individual task, maximum 10 points)	Grade from 1 (extremely poor) to 10 (excellent).
	--		70%

10.5 Seminar / laboratory	Acquired knowledge of the evidence-based practice recommendations	Presentation of a portfolio of good practices on HRM (individual task, maximum 10 points)	Grade from 1 (extremely poor to 10 (excellent).
	--		30%
10.6 Minimal standards of performance			
Graduate students need to obtain at least 5 points for each evaluation task.			

Date of completion

09.09.2019

Signature of the course coordinator

Associate lecturer, Răzvan Ogîrcin

Signature of the seminar
coordinator

Associate lecturer, Răzvan Ogîrcin

Date of department approval

Signature of the director of the department

Professor Delia Virgă, PhD