



## SYLLABUS

### Academic year 2022-2023

#### 1. Information regarding the programme

1.1. Higher education institution	<b>Babeş-Bolyai University</b>
1.2. Faculty	<b>Business</b>
1.3. Department	<b>Business</b>
1.4. Field of study	<b>Business Administration</b>
1.5. Study cycle	<b>Master</b>
1.6. Study programme / Qualification	<b>Administrarea afacerilor internaționale / International Business Administration</b>

#### 2. Information regarding the course

2.1. Name of the course	<b>Managementul resurselor umane internaționale / International Human Resources Management</b>						
2.2. Code	<b>IME0008</b>						
2.3. Course coordinator	<b>Aurelian SOFICA, PhD</b>						
2.4. Seminar coordinator	<b>Aurelian SOFICA, PhD</b>						
2.5. Year of study	<b>I</b>	2.6. Semester	<b>II</b>	2.7. Type of evaluation	<b>EC</b>	2.8. Type of course	<b>Compulsory</b>

#### 3. Total estimated time (hours/semester of didactic activities)

3.1. Hours per week	4	Of which: 3.2. lecture	2	3.3 seminar/laboratory	2
3.4. Total hours in the curriculum	56	Of which: 3.5. lecture	28	3.6. seminar/laboratory	28
Time allotment:					hours
Learning using manual, course support, bibliography, course notes					28
Additional documentation (in libraries, on electronic platforms, field documentation)					26
Preparation for seminars/labs, homework, papers, portfolios and essays					26
Tutorship					2
Evaluations					2
Other activities:					10
3.7. Total individual study hours	94				
3.8. Total hours per semester	150				
3.9. Number of ECTS credits	6				



#### 4. Prerequisites (if necessary)

4.1. curriculum	
4.2. competencies	

#### 5. Conditions (if necessary)

5.1. for the course	Classroom equipped with computer and projector
5.2. for the seminar /lab activities	Classroom equipped with computer and projector

#### 6. Specific competencies acquired

Professional competencies	<ul style="list-style-type: none"> <li>Gathering, processing, and analysing data regarding the interaction between a company/ an organisation and the external environment</li> <li>Providing assistance in human resources management</li> </ul>
Transversal competencies	<ul style="list-style-type: none"> <li>Implementing ethical principles, norms, and values within one's own rigorous, efficient, and responsible strategy of work</li> <li>Identifying the roles and responsibilities in a multispecialty team and implementing various relational techniques and efficient teamwork</li> </ul>

#### 7. Objectives of the course (outcome of the acquired competencies)

7.1. General objective of the course	Understanding human resource management activities in the international environment.
7.2. Specific objective of the course	<p>Understand the multicultural and international approach to HRM</p> <p>Analyse the role of the culture and leadership in the IHRM practices</p> <p>Analyse and design a job according to the targeted clients</p> <p>Translate the marketing theories and tools to IHRM practices</p> <p>Design advance recruiting and selection strategies</p> <p>Use the marketing principles in IHRM practices</p> <p>Understand the legal and ethical background surrounding IHRM practices.</p>

#### 8. Content

8.1. Course		Teaching Method	Remarks
1	Course description and assessment system	Interactive lecture	1 course



2	Introductory concepts for IHRM	Interactive lecture and multimedia material	1 course
3	Basic HRM activities: job design, recruitment and selection	Interactive lecture and multimedia material	2 courses
4	Expatriation	Interactive lecture and multimedia material	1 course
5	IHRM and leadership	Interactive lecture and multimedia material	1 course
6	IHRM and marketing	Interactive lecture and multimedia material	2 course
7	IHRM and culture	Interactive lecture and multimedia material	2 courses
8	Competing for employees – IHRM strategies	Interactive lecture and multimedia material	1 course
9	Ethical and legal issues in IHRM	Interactive lecture and multimedia material	1 course
10	IHRM practices	Team projects analysis, feedback, and debate	2 courses

Bibliography	<ol style="list-style-type: none"> <li>1. Chris Brewster, Elisabeth Houldsworth, Paul Sparrow, and Guy Vernon, (2016). International Human Resource Management, 4th Edition, The Chartered Institute of Personnel and Development (CIPD)</li> <li>2. Daniel Wintersberger, (2017). International Human Resource Management. A case Study Approach, Kogan Page</li> <li>3. Wilkinson, A., Redman, T., and Dunon, T., (2017) Contemporary Human Resource Management. Text and Cases, 5th Edition, Pearson</li> <li>4. Collings, D.G., Scullion, H., Caliguri, P.M, (2019) Global Talent Management, Second Edition, Routledge.</li> <li>5. Storey, J., Ulrich, D., and Wright, P.M., (2019) Strategic Human Resource Management. A Research Overview, Routledge</li> <li>6. Taylor, Stephen, 2011. Contemporary Issues in Human Resource Management, CIPD</li> <li>7. David G. Collings, Geoffrey T. Wood, Paula M. Caligiuri, (2015) The Routledge Companion to International Human Resource Management, Routledge.</li> <li>8. David Lewis, Malcom Sargent and Ben Schwab, (2011). Employment Law: The Essentials, The Chartered Institute of Personnel and Development (CIPD).</li> <li>9. Raymond Noe, John R. Hollenbeck, Barry Gerhart and Patrick M. Wright, (2018). Fundamentals of Human Resource Management, 7th Edition, McGraw-Hill Irwin</li> </ol>
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8.2. Seminar/laboratory	Teaching Method	Remarks
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1	Course description and assessment system	Group discussions	1 seminar
2	Introductory concepts for IHRM	Group work, debate, case studies	1 seminar
3	Basic HRM activities: job design, recruitment and selection	Group work, debate, case studies	2 seminars
4	Expatriation	Group work, debate, case studies	1 seminar
5	IHRM and leadership	Group work, debate, case studies	1 seminar
6	IHRM and marketing	Group work, debate, case studies	2 seminars
7	IHRM and culture	Group work, debate, case studies	2 seminars
8	Competing for employees – IHRM strategies	Group work, debate, case studies	1 seminar
9	Ethical and legal issues in IHRM	Group work, debate, case studies	1 seminar
10	IHRM practices	Team projects analysis, feedback, and debate	2 courses
Bibliography		<ol style="list-style-type: none"> <li>1. Chris Brewster, Elisabeth Houldsworth, Paul Sparrow, and Guy Vernon, (2016). International Human Resource Management, 4th Edition, The Chartered Institute of Personnel and Development (CIPD)</li> <li>2. Daniel Wintersberger, (2017). International Human Resource Management. A case Study Approach, Kogan Page</li> <li>3. Wilkinson, A., Redman, T., and Dunon, T., (2017) Contemporary Human Resource Management. Text and Cases, 5th Edition, Pearson</li> <li>4. Collings, D.G., Scullion, H., Caliguri, P.M, (2019) Global Talent Management, Second Edition, Routledge.</li> <li>5. Storey, J., Ulrich, D., and Wright, P.M., (2019) Strategic Human Resource Management. A Research Overview, Routledge</li> <li>6. Taylor, Stephen, 2011. Contemporary Issues in Human Resource Management, CIPD</li> <li>7. David G. Collings, Geoffrey T. Wood, Paula M. Caligiuri, (2015) The Routledge Companion to International Human Resource Management, Routledge.</li> <li>8. David Lewis, Malcom Sargent and Ben Schwab, (2011). Employment Law: The Essentials, The Chartered Institute of Personnel and Development (CIPD).</li> <li>9. Raymond Noe, John R. Hollenbeck, Barry Gerhart and Patrick M. Wright, (2018). Fundamentals of Human Resource Management, 7th Edition, McGraw-Hill Irwin</li> </ol>	



**9. Corroborating the content of the course with the expectations of the epistemic community, professional associations and representative employers within the field of the program**

The topics covered are similar to those addressed in other prestigious universities at home and abroad. In order to adapt the content the discipline to the labour, meetings were held with representatives from the business community.

**10. Evaluation**

Type of activity	10.1 Evaluation criteria	10.2 Evaluation method	10.3 Percent of the final grade
10.4 Course	<ul style="list-style-type: none"> <li>Understanding the specialized concepts;</li> <li>Correct use of specialized knowledge;</li> <li>Consistency and logical thinking.</li> </ul>	Written exam	40%
10.5 Seminar/lab activities	<ul style="list-style-type: none"> <li>Ability to apply the learned specialized concepts to the labour market environment;</li> <li>Evaluation and analytical skills;</li> <li>Ability to work in team.</li> </ul>	Team project	60%
10.6. Minimum performance standards			
<ul style="list-style-type: none"> <li>knowing the fundamental concepts who were taught;</li> <li>appropriate use and application of specialized concepts</li> </ul>			

**Date**

**Course coordinator**

**Seminar coordinator**

**Aurelian SOFICA, PhD**

**Aurelian SOFICA, PhD**

**Date of approval**

**Head of department**

**Oana Adriana GICA, PhD**