

HUMAN RESOURCE MANAGEMENT IN ORGANIZATIONS MASTER PROGRAM

EDUCATIONAL PLAN

Valid starting with the academic year 2022-2023

Faculty:	Sociology and Psychology Faculty
University study cycle:	Master's
Master's university study program name:	Human resource management in organizations
Name of the qualification ¹ acquired following graduating the study program:	Specialist in human resource management in the organization management
Study duration (years):	2
Education form ² :	Full-time education (IF)
Teaching language:	Romanian language
Geographic location of conducting the studies:	Timisoara, Romania
Study program classification within the science field framework	
Fundamental field:	Social sciences
Science branch:	Sociology
Master's university study field:	Sociology
Wide study field name (according to DL-ISCED F-2013):	03 – Social sciences, journalism and information
Restricted study field name (according to DR-ISCED F-2013):	031 – Social and behavioral sciences
Detailed study field name (according to DDS-ISCED F-2013):	0314 – Sociology and cultural studies

¹ Qualification is the formal outcome of an assessment and validation process, which is obtained when a competent body/authority determines that a person has achieved learning outcomes corresponding to pre-established standards. Qualifications acquired by graduates of higher education study programmes are attested by diplomas, certificates and other academic documents issued only by accredited higher education institutions.

² Full-time education (IF) or part-time education (IFR).

GENERAL UNIVERSITY STUDY PROGRAM INTRODUCTION

1. Study program mission

The Master's degree program Human Resource Management in Organizational Administration aims to make a significant contribution to the training of highly qualified specialists in the management and coordination of human resources through the development of professional and transversal competences required for key positions in private organizations, public administration organizations or the non-governmental sector.

The mission of the Human Resources Management degree program is to specialize graduates from sociological, psychological, economic and other fields of higher education in order to meet the skills needs of the socio-economic environment, for priority placement in human resources departments in multinational organizations, or in companies providing consultancy in areas such as recruitment and placement, organizational consulting and diagnosis, etc. We also aim to develop and maintain partnerships with companies and HR practitioners to facilitate the absorption and integration of graduates into the local, national and European job market.

The main goal of this degree program is in line with the mission of West University of Timisoara to create a strong academic community and a participatory environment for education and scientific research.

2. Competences and expected learning outcomes within the study program

A. COMPETENCES³

Key-competences⁴:

CC1. Personal, social and learning skills

CC2. Competences in science

CC3. Digital skills

Professional competences⁵:

CP1. Working with fundamental theories and concepts in the field of human resources management

CP2. Analysis of an organization from the perspective of specific dimensions of human resources management

CP3. Ability to develop human resource strategies in an organization based on the specific organizational context in relation to the labor market

CP4. Design and coordinate human resources research using quantitative and qualitative methodologies

CP5. Ability to integrate organizational analysis and research into organizational/departmental development planning.

CP6. Develop the necessary frameworks for understanding processes related to human resource management in different organizational environments

³ Competence is the demonstrated ability to select, combine and make appropriate use of personal, social and/or methodological knowledge, skills and abilities, and other acquisitions of values and attitudes, for the successful handling of a given category of work or learning situations and for effective and efficient professional or personal development.

⁴ Key competences for lifelong learning are those competences that all citizens need for personal fulfilment and development, employment, social inclusion and active citizenship, and are developed in the perspective of lifelong learning, from early childhood and throughout adult life, through formal, non-formal and informal learning.

⁵ Occupational competences are the ability to perform the activities required in the workplace at the quality level specified in the occupational standard. They are acquired formally, i.e. by completing a programme organised by an accredited institution.

Transversal competences⁶:

a) Personal competences:

CT1. Ability to demonstrate ethical values and benchmarks, such as responsibility in work, fairness and transparency

CT2. Identify and make effective use of information sources and communication and assisted training resources (Internet portals, specialist software applications, databases, on-line courses, etc.) in both Romanian and an international language.

b) Interpersonal competences:

CT3. Ability to ensure an optimal climate for the performance of organizational activity

CT4. Ability to carry out tasks with other members of the organization in the context of organizational collectives, teams and departments

c) Global citizenship competences:

CT5. Ability to practice and promote diversity management behaviors

B. EXPECTED LEARNING OUTCOMES⁷

a) Knowledge⁸ - According to the European Qualifications Framework (EQF), the learning outcomes at level 7 of qualification, corresponding to Master's degree studies, involve highly specialized knowledge and critical awareness, some of which are at the forefront of knowledge in a field of work or study, as a basis for original thinking and/or research:

R1. Specific conceptual apparatus in the field of organization and human resource management;

R2. Knowledge to enable practical interventions in the human resource departments of organizations, such as recruitment and selection, performance appraisal, employee motivation and building high-performance work teams;

R3. Knowledge of indicators specific to the field of human resources (indices and turnover rates, motivational score, performance indicators, etc.)

R4. Knowledge of qualitative and quantitative methodologies in the analysis of organizational needs or various specific research in the field of human resources;

R5. Knowledge of human resources legislation;

R6. Knowledge of career development and management.

b) Skills⁹ - According to the European Qualifications Framework (EQF), the learning outcomes at level 7 of the qualification, corresponding to Master's degree studies, involve specialist skills for problem-solving in research and/or innovation, for developing new knowledge and procedures and for integrating knowledge from different fields:

⁶ Cross-curricular competences are value and attitudinal acquisitions that go beyond a specific field/programme of study and are expressed by the following descriptors: autonomy and responsibility, social interaction, personal and professional development.

⁷ Learning outcomes are statements that refer to what a learner knows, understands and is able to do at the end of a learning process and are defined as knowledge, skills, responsibility and autonomy.

⁸ Knowledge is the result of assimilating information through learning. Knowledge is the body of facts, principles, theories and practices related to a particular field of work or study. Knowledge is described as theoretical and/or factual. Knowledge is expressed through the following descriptors: knowledge, understanding and use of specific language, explanation and interpretation.

⁹ Skill is the ability to apply and use knowledge to accomplish tasks and solve problems. Skills are described as cognitive (involving the use of logical, intuitive and creative thinking) or practical (involving manual dexterity and the use of methods, materials, tools and instruments). Skills are expressed by the following descriptors: application, transfer and problem solving, critical and constructive reflection, creativity and innovation.

R7. Ability to apply knowledge and tools for diagnosis and analysis of specific organizational contexts;

R8. Ability to analyze data and information from different organizational environments;

R9. Ability to identify the need for ongoing training and development of human resources;

R10. Ability to develop organizational strategies specific to the field of human resources;

R11. Ability to create a work environment conducive to job satisfaction and increased organizational performance;

R12. Ability to formulate elements of a strategy for evaluating human resource performance and motivating employees in an organization.

c) Responsibility and autonomy¹⁰ - According to the European Qualifications Framework (EQF), the learning outcomes related to level 7 qualifications, corresponding to Master's degree studies, involve managing and transforming work or study situations that are complex, unpredictable and require new strategic approaches, by taking responsibility for contributing to professional knowledge and practice and/or reviewing the strategic performance of teams:

R13. Ability to participate in and coordinate interdepartmental and cross-departmental team activities and professional groups;

R14. Ability to responsibly address and adapt to changes that may occur in organizations;

R15. Ability to understand and approach the organization as a global system.

3. Positions being able to be practiced within the labor market

Following graduation from the Master's program Human Resources Management in Organizational Administration, students can access occupations in the Human Resources and Personnel Specialist group - 2423:

- Human Resources Specialist – 242314
- Human Resources Consultant – 242317
- Internal Human Resources Consultant – 242318
- Employee Recruitment/Integration Analyst
- 242309 - Recruitment Specialist – 242320

4. Insuring flexible learning trajectories within the study program

Flexibility in the study program is provided by optional subjects, elective subjects and complementary subjects.

Optional subjects are proposed for the 3rd semester and are grouped into optional packages, which complete the student's specialization pathway. The choice of pathway is made by the student before the start of the academic year to which the semester containing the optional subjects or packages of optional subjects belongs. The program offers an optional subject package comprising the subjects (1) Social Economy Organizations, (2) Community Development and Social Economy and (3) Equity and Social Discrimination.

Elective subjects are offered for semesters 1-4 both by the department or faculty managing the program of study but can also be chosen from the packages offered by other faculties.

In accordance with the provisions of the Regulation on the development of curricula for study programs at the West University of Timisoara, in order for students to receive credits for volunteering activities under the provisions of the National Education Act no. 1/2011, as amended (article 203, paragraph (9)), the subject Volunteering is available every semester in the curricula of all undergraduate and master's degree programs, with the status of elective subject, with a number of 2 ECTS credits.

¹⁰ Responsibility and autonomy means the learner's ability to apply his/her knowledge and skills autonomously and responsibly.

5. Professional activity and student assessment

The rights, obligations and conditions of students' professional activity at the West University of Timisoara are regulated by the Code of Students' Rights and Obligations and the Regulation on the professional activity of undergraduate and postgraduate students, approved by the UVT Senate.

The form and methods of assessment/examination for each subject in the curriculum are set out in the subject descriptions.

6. Study finalization exam

In accordance with the Regulations on the organization and conduct of the examinations for the completion of undergraduate and master's degree studies at the West University of Timisoara, approved by the UVT Senate, the examination for the completion of master's degree studies in any master's degree program organized at UVT consists of a dissertation examination, for which 10 credits are awarded.

The subjects and the bibliography corresponding to the final examinations are published on the website of each faculty and/or on the UVT website before the beginning of each academic year.

Enrolment for the final examination is subject to the student's choice of the subject of the final thesis within 60 days of the beginning of the academic year of the final year of study.

Submission of the final version of the final paper on the e-learning platform must be done at least 5 working days before the scheduled starting date of the exam.

Each graduation thesis will be accompanied, at the time of submission, by the Similarity Report resulting from the verification of the originality of the graduation thesis through a specialized software on the UVT e-learning platform.

According to the structure of the academic year, at UVT the final exams can be held in 3 sessions, usually in July, September and February.

7. Training for the didactic profession (if applicable)

Students wishing to opt for a teaching career in pre-university education must also complete the Psycho-pedagogical Training Program (complementary to this study program) in order to certify their competences for the teaching profession and obtain the Certificate of Completion of this program. At the West University of Timisoara this program is organized through the Department for the Preparation of Teaching Staff (DPPD) and can be followed in parallel with university studies or on a postgraduate basis. For more information, visit the link: <https://dppd.uvt.ro>.

STUDIED SUBJECT LIST, BY STUDY YEAR AND SEMESTER
Study year I

Academic year 2022-2023

No	Subject	C1	C2	Subject code	Semester I				Credit number	Semester II				Credit number
					Hour number/week					Hour number/week				
					C	S	L	P		C	S	L	P	
1.	Predictive human resource management	D D	DO	FSPDS12 2	2	1			6					
2.	Work analysis and human resource planning	D D	DO	FSPDS12 3	2	1			6					
3.	Recruiting and selection	D D	DO	FSPDS12 4	1	2			6					
4.	Interpersonal and group communication	D D	DO	FSPDS12 5	1	1			5					
5.	Employer brand	D D	DO	FSPDS12 6	1	1			5					
6.	Research ethics	D D	DO	FSPDS12 7	1	1			2					
7.	Financial management and wage policies	D D	DO	FSPDS12 8						2	1			6
8.	Motivation, satisfaction, individual and group performance	D D	DO	FSPDS12 9						2	1			6
9.	Sociometric techniques in building performant work teams	D D	DO	FSPDS13 0						1	2			6
10.	Conflict and negotiation	D D	DO	FSPDS13 1						1	1			4
11.	Advanced research methods and techniques	D D	DO	FSPDS13 2						1	1			4

12.	Career management	D D	DO	FSPDS13 3						1	1			4
Total					8	7				30	8	7		30
Total weekly didactic hours					15				15					
Elective subjects														
No	Subject	C1	C2	Subject code	Semester I				Credit number	Semester II				
					Hour number/week					Hour number/week				
					C	S	L	P		C	S	L	P	
1.	Volunteering I	D C	DFA C	FSPDS13 4		1			2					
2.	Volunteering II	D C	DFA C	FSPDS13 5							1			2
3.	Applied information technology	D C	DFA C	FSPDS13 6							1			2

Study year II
Academic year 2023-2024

No.	Subject	C1	C2	Subject code	Semester I				Credit number	Semester II				Credit number
					Hour number/week					Hour number/week				
					C	S	L	P		C	S	L	P	
1.	Social corporate ethics and responsibility	DS	DO	FSPDS137	2	1			5					
2.	Professional performance assessment	DS	DO	FSPDS138	2	1			5					
3.	Data analysis and operation	DS	DO	FSPDS139	1	1			4					
4.	Labor legal notions	DS	DO	FSPDS140	1	1			4					
5.	Stress management	DS	DO	FSPDS141	1	1			4					
6.	Labor security and health management	DS	DO	FSPDS142	1	1			4					
7.	Social economic organizations	D C	DOP	FSPDS153	1	1			4					
	Common development and social economics	D C	DOP	FSPDS154										
	Social equity and discrimination	D C	DOP	FSPDS155										
8.	Managerial culture and behavior	D C	DO	FSPDS143						1	1			4
9.	Theoretical documentation practice in view of elaborating the	DS	DO	FSPDS144								2		8

	dissertation paper													
10.	Empirical research practice in view of elaborating the dissertation paper	DS	DO	FSPDS145								2		8
11.	Career development laboratory	DS	DO	FSPDS146								2		2
12.	Organizational department practice	DS	DO	FSPDS147								6		8
Total					9	7			30	1	1	1	2	30
Total weekly didactic hours					16				14					
Elective subjects														
No.	Subject	C1	C2	Subject code	Semester I				Semester II					
					Hour number/week				Credit number	Hour number/week				Credit number
					C	S	L	P		C	S	L	P	
1.	Volunteering III	D C	DFA C	FSPDS148		1			2					
2.	Volunteering IV	D C	DFA C	FSPDS149							1			2

Remark

DF	fundamental subjects
DD	field subjects (if applicable)
DS	specialty subjects
DC	complimentary subjects
DO	mandatory subjects
DOP	optional subjects
DFAC	elective subjects
C	course-type didactic activity
S	seminary-type didactic activity
L	practical-laboratory-type didactic activity
P	practice-stage-type didactic activity