

SYLLABUS

Research in Organizations I / Stagiul de cercetare în organizații I (în limba engleză)

University year **2025-2026**

1. Information regarding the programme

1.1. Higher education institution	Babeş-Bolyai University
1.2. Faculty	Faculty of Psychology and Educational Sciences
1.3. Department	Department of Psychology
1.4. Field of study	Psychology
1.5. Study cycle	Master
1.6. Study programme/Qualification	Master's Degree in Human Resource Psychology and Organizational Health
1.7. Form of education	Frequency

2. Information regarding the discipline

2.1. Name of the discipline		Research in Organizations I / Stagiul de cercetare în organizații I (în limba engleză)				Discipline code		PME1433			
2.2. Course coordinator					Lect. Univ. dr. Claudia L. Rus						
2.3. Seminar coordinator					Lect. Univ. dr. Claudia L. Rus						
2.4. Year of study		1	2.5. Semester		1	2.6. Type of evaluation		C	2.7. Discipline regime		DSIN

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

3.1. Hours per week	3	of which: 3.2 course	0	3.3 seminar/laboratory	3
3.4. Total hours in the curriculum	42	of which: 3.5 course	0	3.6 seminar/laborator	42
Time allotment for individual study (ID) and self-study activities (SA)					hours
Learning using manual, course support, bibliography, course notes (SA)					42
Additional documentation (in libraries, on electronic platforms, field documentation)					26
Preparation for seminars/labs, homework, papers, portfolios and essays					40
Tutorship					2
Evaluations					2
Other activities:					-
3.7. Total individual study hours	108				
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	-
5.2. for the seminar /lab activities	<ul style="list-style-type: none"> Room with at least 50 seats equipped with video projector and computer Internet connection Access to printer and photocopying equipment (for printing support materials, written assignments, case studies) Access to bibliographic resources (e.g. subscription to the Central University Library "Lucian Blaga", enformation.ro)

6.1. Specific competencies acquired ¹

Professional/essential competencies	<ul style="list-style-type: none"> • Critical analysis of identified needs, resources and organisational constraints in order to formulate the purpose and objectives of the psychological service provided in the organisational context (C1.4) • Selection and application of methods of psychological assessment and organisational diagnosis, considering the specific situation and the objectives set (C2.3) • Analysis and interpretation of the results of psychological assessment and organisational diagnosis in order to optimise organisational activity (C2.4) • Testing the efficiency and effectiveness of knowledge management initiatives and solutions to develop design and knowledge management recommendations (C6.4)
Transversal competencies	<ul style="list-style-type: none"> • Identification, analysis, and integration of the relevant literature needed for the development of a rigorous research proposal (5.1) • Application of research designs in order to identify correlation and causation relationships related to the functioning of organizations (5.5). • Continuous evaluation of own performance and the need for further training in order to adapt professional skills to the dynamics of the social environment and the use of e-learning platforms, blended learning and international databases for personal and professional development (6.1).

7. Objectives of the discipline (outcome of the acquired competencies)

7.1 General objective of the discipline	<ul style="list-style-type: none"> • Learning how to conduct (design and implement) and evaluate research in an organizational context
7.2 Specific objective of the discipline	<ul style="list-style-type: none"> • Knowledge and critical analysis of theories, scientific models and empirical data from the literature on designing and conducting research in an organizational context • Identifying relevant research issues in the organizational field • Developing research designs for organizational concepts and phenomena • Developing and selecting appropriate (reliable and valid) instruments for measuring organizational concepts and phenomena • Knowledge of sampling methods of relevant data sources for investigating organizational concepts and phenomena • Collecting data on organizational concepts and phenomena • Proposing methods of analysis of collected data on organizational concepts and phenomena • Interpreting and reporting the results of a research designed and conducted in the broad field of Industrial-Organizational Psychology in accordance with APA 7th edition (JARS) standards • Developing an ethical sense of research in the organizational context

8. Content

8.1 Course	Teaching methods	Remarks
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Bibliography		
8.2 Seminar / laboratory	Teaching methods	Remarks
1. Identification of a research topic and bibliographic investigation	Conceptual Clarification, Interactive Presentation,	Students will consult the bibliographical references provided by the instructor

¹ One can choose either competences or learning outcomes, or both. If only one option is chosen, the row related to the other option will be deleted, and the kept one will be numbered 6.

	Demonstrative Example, Group Activities, Case Study	Adams, K. A., & McGuire, E. K. (2023). Research methods, statistics, and applications (3rd ed.). WH Smith. Howitt, D., & Cramer, D. (2024). Research Methods in Psychology (7th ed.). Pearson.
2. Theories, models and constructs	Interactive presentation, demonstrative example, group activities, case study	Students will consult the bibliographical references provided by the instructor Cornelissen, J. P., & Werner, M. (2025). What Are Mechanisms? Ways of Conceptualizing and Studying Causal Mechanisms. <i>Organizational Research Methods</i> , 0(0). https://doi.org/10.1177/10944281251318727 Campbell, J. P., & Wilmot, M. P. (2018). The Functioning of theory In Industrial, Work and Organizational Psychology (IWOP). In D. S. Ones, N. Anderson, H. K. Sinangil, C. Viswesvaran, The SAGE Handbook of Industrial, Work and Organizational Psychology: Personnel Psychology and Employee Performance (2 Edition) (Chapter 1). Sage. Gardner, R. G., Harris, T. B., Li, N., Kirkman, B. L., & Mathieu, J. E. (2017). Understanding “it depends” in organizational research: A theory-based taxonomy, review, and future research agenda concerning interactive and quadratic relationships. <i>Organizational Research Methods</i> , 20(4), 610–638. https://doi.org/10.1177/1094428117708856
3. Formulating research objectives and hypotheses	Group activities, knowledge synthesis	Students will consult the bibliographical references provided by the instructor Howitt, D., & Cramer, D. (2024). Research Methods in Psychology (7th ed.). Pearson.
4. Developing a research design	Conceptual clarification, guided discovery, group activities	Students will consult the bibliographical references provided by the instructor Edmonds, W., & Kennedy, T. (2017). An applied guide to research designs. SAGE Publications, Inc, https://doi.org/10.4135/9781071802779
5. Developing a research design	Conceptual clarification, guided discovery, group activities	Students will consult the bibliographical references provided by the instructor Edmonds, W., & Kennedy, T. (2017). An applied guide to research designs. SAGE Publications, Inc, https://doi.org/10.4135/9781071802779
6. Developing a research design	Conceptual clarification, guided discovery, group activities	Students will consult the bibliographical references provided by the instructor Edmonds, W., & Kennedy, T. (2017). An applied guide to research designs. SAGE Publications, Inc, https://doi.org/10.4135/9781071802779 Pratt, M. G. (2025). On the evolution of qualitative methods in organizational research. <i>The Annual Review of Organizational Psychology and Organizational Behavior</i> , 12,109–131. https://doi.org/10.1146/annurev-orgpsych-111722-032953 Wilhelmy, A. & Köhler, T. (2022) Qualitative research in work and organizational psychology journals: Practices and future opportunities.

		European Journal of Work and Organizational Psychology, 31(2), 161-185,. Doi: 10.1080/1359432X.2021.2009457
7. Developing a research design	Conceptual clarification, guided discovery, group activities	<p>Students will consult the bibliographical references provided by the instructor Edmonds, W., & Kennedy, T. (2017). An applied guide to research designs. SAGE Publications, Inc, https://doi.org/10.4135/9781071802779</p> <p>Ployhart R. E., Bliese P. D., Strizver S. D. 2025. Intensive longitudinal models. Annual Review of Organizational Psychology and Organizational Behavior, 12, 343-367. https://doi.org/10.1146/annurev-orgpsych-110622-054803</p> <p>Woo, S. E., Hofmans, J., Wille, B., & Tay, L. (2024). Person-centered modeling: Techniques for studying associations between people rather than variables. Annual Review of Organizational Psychology and Organizational Behavior, 11, 453-480. https://doi.org/10.1146/annurev-orgpsych-110721-045646</p> <p>Zhu, Z., Aitken, J. A., Dalal, R. S., & Kaplan, S. A. (2023). The promise of Just-in-Time Adaptive Interventions for organizational scholarship and practice: Conceptual development and research agenda. Organizational Research Methods, 27(4), 543-587. https://doi.org/10.1177/10944281231202740</p>
8. Evaluation, selection and development of psychological instruments in research	Conceptual clarification, guided discovery, group activities	<p>Students will consult the bibliographical references provided by the instructor Howitt, D., & Cramer, D. (2024). Research Methods in Psychology (7th ed.). Pearson.</p>
9. Evaluation, selection and development of psychological instruments in research	Conceptual clarification, guided discovery, group activities	<p>Students will consult the bibliographical references provided by the instructor Howitt, D., & Cramer, D. (2024). Research Methods in Psychology (7th ed.). Pearson.</p>
10. Collecting data from individuals and groups in organizations	Conceptual clarification, guided discovery, group activities	<p>Students will consult the bibliographical references provided by the instructor Aguinis, H., Hill, N. S., & Bailey, J. R. (2021). Best practices in data collection and preparation: Recommendations for reviewers, editors, and authors. <i>Organizational Research Methods</i>, 24(4), 678-693. https://doi.org/10.1177/1094428119836485</p> <p>Chan, D. (2019). Team-level constructs. Annual Review of Organizational Psychology and Organizational Behavior, 6, 325-348.</p> <p>Howitt, D., & Cramer, D. (2024). Research Methods in Psychology (7th ed.). Pearson.</p>
11. Collecting data from individuals and groups in organizations	Conceptual clarification, guided discovery, group activities	<p>Students will consult the bibliographical references provided by the instructor Briker, R., & Gerpott, F. H. (2023). Publishing registered reports in Management and Applied Psychology: Common beliefs and best practices.</p>

		<p><i>Organizational Research Methods</i>, 27(4), 588-620.</p> <p>Podsakoff, P. M., Podsakoff, N. P., Williams, L. J., Huang, C., & Yang, J. (2024). Common method bias: It's bad, it's complex, it's widespread, and it's not easy to fix. <i>Annual Review of Organizational Psychology and Organizational Behavior</i>, 11, 17-61. https://doi.org/10.1146/annurev-orgpsych-110721-040030</p>
12. Meta-analysis	Conceptual clarification, guided discovery, group activities	<p>Students will consult the bibliographical references provided by the instructor</p> <p>Morris, S. B. (2023). Meta-analysis in organizational research: A guide to methodological options. <i>Annual Review of Organizational Psychology and Organizational Behavior</i>, 10, 225-259. https://doi.org/10.1146/annurev-orgpsych-031921-021922</p>
13. Identifying methods of data analysis	Conceptual clarification, guided discovery, group activities	<p>Students will consult the bibliographical references provided by the instructor</p> <p>Edmonds, W., & Kennedy, T. (2017). <i>An applied guide to research designs</i>. SAGE Publications, Inc, https://doi.org/10.4135/9781071802779</p>
14. Interpreting and reporting research results	Conceptual clarification, guided discovery, group activities	<p>Students will consult the bibliographical references provided by the instructor</p> <p>https://apastyle.apa.org/jars</p>

Bibliografie:

- Adams, K. A., & McGuire, E. K. (2023). *Research methods, statistics, and applications* (3rd ed.). WH Smith.
- Aguinis, H., Hill, N. S., & Bailey, J. R. (2021). Best practices in data collection and preparation: Recommendations for reviewers, editors, and authors. *Organizational Research Methods*, 24(4), 678-693. <https://doi.org/10.1177/1094428119836485>
- Bredal, A., Stefansen, K., & Bjørnholt, M. (2022). Why do people participate in research interviews? Participant orientations and ethical contracts in interviews with victims of interpersonal violence. *Qualitative Research. Advanced publication*. doi:10.1177/14687941221138409
- Briker, R., & Gerpott, F. H. (2023). Publishing registered reports in Management and Applied Psychology: Common beliefs and best practices. *Organizational Research Methods*, 27(4), 588-620. <https://doi.org/10.1177/10944281231210309> (Original work published 2024)
- Campbell, J. P., & Wilmot, M. P. (2018). The Functioning of theory In Industrial, Work and Organizational Psychology (IWOP). In D. S. Ones, N. Anderson, H. K. Sinangil, C. Viswesvaran, *The SAGE Handbook of Industrial, Work and Organizational Psychology: Personnel Psychology and Employee Performance* (2 Edition) (Chapter 1). Sage.
- Chan, D. (2019). Team-level constructs. *Annual Review of Organizational Psychology and Organizational Behavior*, 6, 325-348.
- Cornelissen, J. P., & Werner, M. (2025). What Are mechanisms? Ways of conceptualizing and studying causal mechanisms. *Organizational Research Methods*, 0(0). <https://doi.org/10.1177/10944281251318727>
- Edmonds, W., & Kennedy, T. (2017). *An applied guide to research designs*. SAGE Publications, Inc, <https://doi.org/10.4135/9781071802779>
- Gardner, R. G., Harris, T. B., Li, N., Kirkman, B. L., & Mathieu, J. E. (2017). Understanding “it depends” in organizational research: A theory-based taxonomy, review, and future research agenda concerning interactive and quadratic relationships. *Organizational Research Methods*, 20(4), 610-638. <https://doi.org/10.1177/1094428117708856>
- Howitt, D., & Cramer, D. (2024). *Research Methods in Psychology* (7th ed.). Pearson.
- Morris, S. B. (2023). Meta-analysis in organizational research: A guide to methodological options. *Annual Review of Organizational Psychology and Organizational Behavior*, 10, 225-259. <https://doi.org/10.1146/annurev-orgpsych-031921-021922>

- Pratt, M. G. (2025). On the evolution of qualitative methods in organizational research. *The Annual Review of Organizational Psychology and Organizational Behavior*, 12, 109–131. <https://doi.org/10.1146/annurev-orgpsych-111722-032953>
- Ployhart R. E., Bliese P. D., Strizver S. D. 2025. Intensive longitudinal models. *Annual Review of Organizational Psychology and Organizational Behavior*, 12, 343-367. <https://doi.org/10.1146/annurev-orgpsych-110622-054803>
- Podsakoff, P. M., Podsakoff, N. P., Williams, L. J., Huang, C., & Yang, J. (2024). Common method bias: It's bad, it's complex, it's widespread, and it's not easy to fix. *Annual Review of Organizational Psychology and Organizational Behavior*, 11, 17–61. <https://doi.org/10.1146/annurev-orgpsych-110721-040030>
- Wilhelmy, A. & Köhler, T. (2022) Qualitative research in work and organizational psychology journals: Practices and future opportunities. *European Journal of Work and Organizational Psychology*, 31(2), 161-185,. Doi: 10.1080/1359432X.2021.2009457
- Woo, S. E., Hofmans, J., Wille, B., & Tay, L. (2024). Person-centered modeling: Techniques for studying associations between people rather than variables. *Annual Review of Organizational Psychology and Organizational Behavior*, 11, 453–480. <https://doi.org/10.1146/annurev-orgpsych-110721-045646>
- Zhu, Z., Aitken, J. A., Dalal, R. S., & Kaplan, S. A. (2023). The promise of Just-in-Time Adaptive Interventions for organizational scholarship and practice: Conceptual development and research agenda. *Organizational Research Methods*, 27(4), 543-587. <https://doi.org/10.1177/10944281231202740>
- <https://apastyle.apa.org/jars>

www.onet.org

www.aom.org

www.shrm.org

www.siop.org

www.eawop.com

www.apio.ro

www.copsi.ro

Note:

- Only the chapters related to the topics taught in the course are compulsory
- To these references, scientific papers will be added scientific papers provided by the course holder, depending on the specific study needs identified during the course of teaching activities and their impact on the field of interest

Optional bibliography:

- Cunliffe, A. L., & Alcadipani, R. (2016). The politics of access in fieldwork: Immersion, backstage dramas, and deception. *Organizational Research Methods*, 19(4), 535-561.
- Molina-Azorin, J.F., Bergh, D.D., Corley, K. G., & Ketchen, D.J. (2017). Mixed methods in the Organizational Sciences: Taking stock and moving forward. *Organizational Research Methods* 20(2), 179-192.
- Tonidandel, S., King, E.B., Cortina, J. M. (2016). Big Data Methods: Leveraging modern data analytic techniques to build organizational science. *Organizational Research Methods*, 21(3), 525-547.
- Sanchez, J. I., Wang, C., Ponnappalli, A. R., Sin, H.-P., Xu, L., Lapeira, M., & Song, M. (2023). Assessing common-metric effect sizes to refine mediation models. *Organizational Research Methods*, 27(3), 351-368. <https://doi.org/10.1177/10944281231169943>
- Waldman, D.A., Wang, D., & Fenters, V. (2019). The added value of neuroscience methods in organizational research. *Organizational Research Methods*, 22(1), 223-249.
- Waller, M.J., & Kaplan, S.A. (2018). Systematic behavioral observation for emergent team phenomena: Key considerations for quantitative video-based approaches. *Organizational Research Methods* 21(2), 500-515.


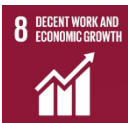

9. Corroborating the content of the discipline with the expectations of the epistemic community, professional associations and representative employers within the field of the program

- The contents of the discipline are compatible with the recommendations of professional associations at the international (Society for Industrial and Organizational Psychology, Division 14 of the American Psychologists Association), European (European Association of Work and Organizational Psychology and EFPA) level regarding the granting of the right to practice in Work, Personnel and Organizational Psychology in Europe, as well as in accordance with the standards developed by the Romanian College of Psychologists.
- The content studied in this discipline aims at designing and implementing functional solutions considering the specificity of the organizational context, choosing appropriate interventions for the company/organization, as well as identifying risks, opportunities and resources for organizational development. Along with the content, the instruction and assessment methods contribute to the preparation of future professionals in accordance with the expectations of representatives of the epistemic community, professional associations and employers in the field.

10. Evaluation

Activity type	10.1 Evaluation criteria	10.2 Evaluation methods	10.3 Percentage of final grade
10.4 Course	Ability to apply the theoretical concepts and models covered in the design, implementation and evaluation of research in organizations	Individual portfolio completed during the semester - 3 individual assignments preceding one written research report	0%
10.5 Seminar/laboratory	Ability to apply the theoretical concepts and models covered in the design, implementation and evaluation of research in organizations	Colloquium - Individual portfolio completed during the semester - one written research report	100%
10.6 Minimum standard of performance			
<ul style="list-style-type: none"> • Ability to apply the theoretical concepts and models covered in the design, implementation and evaluation of research in organizations • The simultaneous conditions for passing the exam in this subject have been met: <ul style="list-style-type: none"> ○ Attendance to the activity of practical work out of the total number of seminar activities according to the regulation in force on practical work ○ Submitting the individual portfolio realized during the semester - 3 individual assignments ○ Submitting the individual portfolio – one research report ○ Passing each component of the individual portfolio in this subject: <ul style="list-style-type: none"> ▪ Mandatory submission of 5 individual assignments during the semester ▪ Obtain a minimum score of 4.5p for the research report, on a scale from 1 to 10 points 			

11. Labels ODD (Sustainable Development Goals)²

	General label for Sustainable Development						
							

² Keep only the labels that, according to the [Procedure for applying ODD labels in the academic process](#), suit the discipline and delete the others, including the general one for *Sustainable Development* – if not applicable. If no label describes the discipline, delete them all and write „Not applicable.“.

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Date:
09.04.2025

Signature of course coordinator

Signature of seminar coordinator

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Date of approval:
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Signature of the head of department

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