

SYLLABUS

1. Data about the program

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 program / Qualification	Master's Degree in Human Resource Psychology and Organizational Health

2. Course information

2.1 Name of the course	Research in Organizations I (PME1433)						
2.2 The holder of the course activities	-						
2.3 The holder of the seminar activities	Lect. Dr. Claudia Lenuța Rus						
2.4 Year of study	I	2.5 Semester	1	2.6. Type of evaluation	C	2.7 Course regime	DS

3. Estimated total time (hours per semester of teaching activities)

3.1 Number of hours per week	3	Of which: 3.2 course	2	3.3 seminar/laboratory	3
3.4 Total hours in the curriculum	42	Of which: 3.5 course	12	3.6 seminar/laboratory	42
Distribution of estimated time:					Hours
Studying textbook, course support, bibliography, and notes					42
Additional documentation in the library, on specialized electronic platforms and in the field					26
Preparation of seminars / laboratories, papers, portfolios, and essays					40
Tutorship					2
Evaluations					2
Other activities: research activities					-
3.7 Total hours of individual study	108				
3.8 Total hours per semester	150				
3.9 Number of ECTS credits	6				

4. Preconditions (where applicable)

4.1 curriculum	-
4.2 competencies	-

5. Conditions (where applicable)

5.1 Course conduct	<ul style="list-style-type: none"> classroom with approx. 60 seats, laptop, video projector, photocopied materials, materials on CD, sound system
5.2 Conducting the seminar / laboratory	<ul style="list-style-type: none"> seminar room with approx. 60 seats, laptop, video projector, photocopied materials, materials on CD, sound system, flipchart sheets, markers

6. Specific skills acquired

Professional 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. The objectives of the course (based on the grid of acquired competencies)

7.1 The general objective of the course	<ul style="list-style-type: none"> ● Learning how to conduct (design and implement) research in an organisational context
7.2 Specific objectives	<ul style="list-style-type: none"> ● Identification of relevant research issues in the organisational field ● Developing research designs for organisational concepts and phenomena ● Establishing appropriate (reliable and valid) instruments for measuring organisational concepts and phenomena ● Acquiring knowledge about sampling strategies for relevant data sources for investigating organisational concepts and phenomena ● Collecting data on organisational concepts and phenomena ● Analysing data collected on organisational concepts and phenomena ● Acquiring skills to use APA writing style ● Developing an ethical sense of research in an organisational context

8. Contents

8.1 Course	Teaching methods	Remarks
References		
8.2 Seminar / laboratory	Teaching methods	Remarks
1. Identification of a research topic and literature investigation	Conceptual clarification, Interactive presentation, Demonstrative example, Group activities, Case study	Students will study the references provided by the professor.

2. Formulating research objectives and hypotheses	Interactive presentation, Demonstration, group activities, Case study	Students will study the references provided by the professor.
3. Developing a research design	Group activities, synthesis of knowledge	Students will study the references provided by the professor.
4. Developing a research design	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
5. Developing a research design	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
6. Developing a research design	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
7. Evaluation of organizational interventions	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
8. Assessment, selection and development of psychological instruments in research	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
9. Assessment, selection and development of psychological instruments in research	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
10. Data collection from individuals and groups in organizations	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
11. Data collection from individuals and groups in organizations	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
12. Metaanalysis	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
13. Data collection methods	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
14. Interpretation of research results	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.

References*:

Adams, K. A., & McGuire, E. K. (2023). *Research methods, statistics, and applications* (3rd ed.). WH Smith.

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

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

- Chaffin, D., Heidl, R., Hollenbeck, J. R., Howe, M., Yu, A., Voorhees, C., & Calantone, R. (2015). The promise and perils of wearable sensors in organizational research. *Organizational Research Methods*, 1-29.
- Chan, D. (2019). Team-level constructs. *Annual Review of Organizational Psychology and Organizational Behavior*, 6, 325-348.
- Eden, D. (2017). Field experiments in organizations. *Annual Review of Organizational Psychology and Organizational Behavior*, 4, 91-122.
- 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>
- Gibson, C.B. (2017). Elaboration, Generalization, Triangulation, and Interpretation: On Enhancing the Value of Mixed Method Research. *Organizational Research Methods*, 20(2), 193-223.
- Heath, C., & Luff, P. (2018). The Naturalistic Experiment: Video and Organizational Interaction. *Organizational Research Methods*, 21(2), 466-488.
- Howitt, D., & Cramer, D. (2020). *Research Methods in Psychology* (6th ed.). Pearson.
- Howard, M. C., & Hoffman, M. E. (2017). Variable-Centered, Person-Centered, and Person-Specific Approaches: Where Theory Meets the Method. *Organizational Research Methods*, 21, 846-876.
- Luciano, M. M., Mathieu, J. E., Park, S. & Tannenbaum, S. I. (2018). A Fitting Approach to Construct and Measurement Alignment: The Role of Big Data in Advancing Dynamic Theories. *Organizational Research Methods*, 21(3), 592-632.
- Meißner, M., & Oll, J. (2017). The Promise of Eye-Tracking Methodology in Organizational Research: A Taxonomy, Review, and Future Avenues. *Organizational Research Methods*, 22(2), 590-617.
- Podsakoff, P. M., MacKenzie, S.B., & Podsakoff, N. P. (2016). Recommendations for Creating Better Concept Definitions in the Organizational, Behavioral, and Social Sciences. *Organizational Research Methods*, 19(6), 159-203.
- 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

* as well as other bibliographic sources referred to during the seminar activities

Optional:

- 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.
- 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.
- Woo, S. E., Jebb, A. T., Tay, L., & Parrigon, S. (2018). Putting the “person” in the center: Review and synthesis of person-centered approaches and methods in organizational science. *Organizational Research Methods*, 21(4), 814-845.

9. Corroborating the contents of the discipline with the expectations of the representatives of the epistemic community, professional associations and representative employers in the field related to the program

- The contents of this course aim at designing and implementing functional solutions taking into account the specificity of the organisational context, choosing appropriate interventions for the company/organisation, as well as identifying risks, opportunities and resources for organisational development. Together with content, training and assessment methods contribute to the development of future professionals according to the expectations of representatives of the epistemic community, professional associations and employers in the field.
- Also, the contents are compatible with the recommendations of professional associations at European level (EAWOP and EFPA) regarding the granting of the right of free practice in work and organizational psychology in Romania.

10. Evaluation

Activity type	10.1 Evaluation criteria	10.2 evaluation methods	10.3 Weight in the final grade
10.4 Course			
10.5 Seminar/laboratory	The ability to apply the concepts, principles and theoretical models in designing, conducting and evaluating research in organisations	Presentation of the research report	100%
10.6 Minimum performance standard			
<ul style="list-style-type: none">• The ability to apply the concepts and theoretical models in the designing, conducting and evaluation of research in organizations• The conditions for passing the exam are: A score of minimum 50% for the exam (4.5 points out of 10)			

Date of completion

Signature of the course holder

Signature of the seminar holder

14.09.2023

Lect. dr. Claudia L.Rus



Date of approval in the department

Signature of the head of department

14.09.2023

.....