

## 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 II (applied research, research ethics and preparing the dissertation) (PME1442)						
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	II	2.5 Semester	4	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	5	Of which: 3.2 course	2	3.3 seminar/laboratory	5
3.4 Total hours in the curriculum	60	Of which: 3.5 course	12	3.6 seminar/laboratory	60
Distribution of estimated time:					Hours
Studying textbook, course support, bibliography, and notes					30
Additional documentation in the library, on specialized electronic platforms and in the field					20
Preparation of seminars / laboratories, papers, portfolios, and essays					40
Tutorship					2
Evaluations					2
Other activities: research activities					-
3.7 Total hours of individual study	90				
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"> <li>classroom with approx. 60 seats, laptop, video projector, photocopied materials, materials on CD, sound system</li> </ul>
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5.2 Conducting the seminar / laboratory	<ul style="list-style-type: none"> <li>● seminar room with approx. 60 seats, laptop, video projector, photocopied materials, materials on CD, sound system, flipchart sheets, markers</li> </ul>
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## 6. Specific skills acquired

<b>Professional Competencies</b>	<ul style="list-style-type: none"> <li>● Offering assistance and support by developing interventions for internal and external organizational stakeholders based on the results of the organizational evaluation and diagnosis (C2).</li> <li>● Using the results of the organizational diagnosis in order to inform and establish interventions addressed to multiple levels of the organization (C2.2).</li> <li>● Designing appropriate interventions in accordance with a specific organizational level (individual, group, organizational, multi-level) and the interrelated dynamics between multiple organizational levels in order to support performance (C3.2).</li> <li>● Identifying the situations in which it is more appropriate for an individual or a group to engage in decision making in order to maximize organizational performance (C4.6).</li> <li>● Designing specific instruments in order to measure relevant concepts for the occupational and organizational health of an organization (C5.3).</li> <li>● Understanding the strategic role of professionals in human resource management settings in order to provide support in organizational strategy formulation and implementation, especially concerning human resources (C8.6).</li> </ul>
<b>Transversal competencies</b>	<ul style="list-style-type: none"> <li>● Using written language, verbal language, non-verbal language, multi-media technologies and different communication channels in order to send and receive clear and precise information, adapted to the targeted audience (1.1).</li> <li>● Elaboration and giving a presentation in regards to their work activity while using the appropriate language in order to convey information in a clear and precise manner to the targeted audience (1.4).</li> <li>● Interpretation and integration of information from multiple sources in order to make decisions and recommendations within organizations (2.2).</li> <li>● Implementing knowledge regarding the group dynamics and processes in order to maintain an efficient collaboration within the work teams (3.2).</li> <li>● Elaboration of an action plan in order to develop the professional competencies needed to perform in the dynamics of the external and internal organizational environment (6.3).</li> </ul>

## 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"> <li>● Learning how to conduct research in an organisational context in accordance with current ethical principles and how to report the results of research in organisations</li> </ul>
7.2 Specific objectives	<ul style="list-style-type: none"> <li>● Identification of relevant research issues in the organisational field</li> <li>● Developing research designs for organisational concepts and phenomena</li> <li>● Establishing appropriate (reliable and valid) instruments for measuring organisational concepts and phenomena</li> <li>● Acquiring knowledge about sampling strategies for relevant data sources for investigating organisational concepts and phenomena</li> <li>● Collecting data on organisational concepts and phenomena</li> <li>● Analysing data collected on organisational concepts and phenomena</li> <li>● Acquiring skills to use APA writing style</li> <li>● Developing an ethical sense of research in an organisational context</li> </ul>

## 8. Contents

8.1 Course	Teaching methods	Remarks
<b>References</b>		
8.2 Seminar / laboratory	Teaching methods	Remarks
1. Identification of a research topic in organizations	Conceptual clarification, Interactive presentation, Demonstrative example, Group activities, Case study	Students will study the references provided by the professor.
2. Literature documentation of the identified research problem	Interactive presentation, Demonstration, group activities, Case study	Students will study the references provided by the professor.
3. Developing a research design for the research problem	Group activities, synthesis of knowledge	Students will study the references provided by the professor.
4. Ethics in applied research in organizations	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
5. Implementing research design in organisations	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
6. Implementing research design in organisations	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
7. Implementing research design in organisations	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
8. Data analysis	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
9. Interpretation of results	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
10. Developing theoretical, methodological and practical implications of research	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
11. Reporting research results to stakeholders	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
12. Presentation of research results carried out in organisations	Conceptual clarification, guided discovery, group activities	Students will study the references provided by the professor.
<b>References*:</b> Cooper, H., Coutanche, M. N., McMullen, L. M., Panter, A. T., Rindskopf, D., & Sher, K. J. (2023). APA Handbook of research methods in Psychology. American Psychological Association.		

Lefkowitz, J. (2023). *Values and Ethics of Industrial-Organizational Psychology* (3rd ed.). Routledge. <https://doi.org/10.4324/9781003212577>.

O'Leary, Z., & Hunt, J. (2016). *Workplace research: Conducting small-scale research in organizations*. SAGE Publications Ltd, <https://doi.org/10.4135/9781473983656>

Simpson, B., & Revsbaek, L. (Eds.) (2022). *Doing process research in organizations: Noticing differently*. Oxford University Press.

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

## 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"><li>• The ability to apply the concepts and theoretical models in the designing, conducting and evaluation of research in organizations</li><li>• The conditions for passing the exam are: A score of minimum 50% for the exam (4.5 points out of 10)</li></ul>			

Date of completion

Signature of the course holder

Signature of the seminar holder

14.09.2023

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Lect. dr. Claudia L.Rus

Date of approval in the department

Signature of the head of department

14.09.2023

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