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| <b>Unit or project responsible for creating the innovation:</b> Psychology Department  |
| <b>Theme:</b> Innovative student-centered approach for teaching  |
| <b>Title:</b> HR practitioners share with students their professional experiences  |
| <b>Summary of the good practice:</b> The students enrolled in the master program Personnel Evaluation, Training and Psychological Counseling are invited, in their first year of study, to take part at several meetings with practitioners that work in the fields of organizational psychology and human resources management and development. These specialists share with students' stories about their professional experiences and their career paths. Students are encouraged to ask questions regarding the professional aspects that are most interesting and important for them. Since the meetings are not very formal, students are very active in discussing various professional and career topics with the invited practitioners. At the end of these meetings, students understand better the opportunities and the difficulties within the domain they have chosen and are more motivated and optimistic. |
| <b>Context of the good practice:</b> The organizational psychology and HR domains are constantly improving their practices, so we need to maintain a close relationship between the academics and the practitioners. Each year, about 40 - 50 students take part in these activities.  |
| <b>Rationale:</b> These kinds of meetings are important because sometimes students think it is very difficult to have a successful career in our part of the country. We have observed that they need to hear the similar motivational messages from different sources in order to begin to believe in them (messages related to the proactive attitude they need to adopt in order to have success, related to the strive to do their best, to always improve, and so on...).   |
| <b>Alignment with program and module learning outcomes:</b> These practices are important because they help students understand better the expectations of the employers and the professional challenges they will face.   |
| <b>Resources (time and persons):</b> The coordinator of this project invites four practitioners each year. (five persons) Time resources: four days for planning and negotiating meetings and two days for the meetings (two practitioners take part at the same meeting).   |
| <b>What were the main enabling factors (conditions) in creating and implementing the innovation?</b><br>These meetings are integrated with the compulsory practical activities that the master students need to undertake. Another enabling factor is that the practitioners we invite are either people who have graduated Psychology several years ago, or other Psychology Department partners.   |
| <b>What were the main challenges in creating or implementing the innovation?</b><br>The main challenge is to find the proper place for these meetings.   |
| <b>What have been the main methods of dissemination so far?</b> Information about these events has been disseminated only by "word of mouth".  |
| <b>With which groups or organizations has the innovation been shared so far?</b> None.   |
| <b>Mainstreaming: What are the possibilities for extending and/or mainstreaming this innovation?</b><br>This project may be extended to other master programs.   |
| <b>Sustainability: Please comment on the sustainability of the innovation, including elements which need to be put in place to make this sustainable.</b><br>This project is sustainable due to the personal and professional relations that the coordinator of the program maintains with the graduates of the master program Personnel Evaluation, Training and Psychological Counseling.  |

**Evaluation: How have the success and impact of the innovation been evaluated? Is there an established way of continuous evaluation?**

At the end of each meeting, students give a written and anonymous feed-back regarding the meeting, the guests and the discussions. Sometimes, these meeting represent the first step in recruiting candidates for internship positions in organizations.

**Contributor's reflections: Briefly reflect on your innovation from your own perspective including its strengths and limitations/challenges of implementation/potential implication for wider practice.**

If each meeting could be a starting point for at least 4 internship positions, that would be a valuable improvement of the project.

**Does your unit or other units of your university have any plan to further develop this innovation? If yes, please briefly describe the plan.**

There is no such plan, as far as I know.

**If available, please provide a link to complete the description of the initiative.**