

**Programme of “Organizzazione e Gestione delle Risorse Umane”
“HUMAN RESOURCE MANAGEMENT”**

AY 2018-19

CODE: M0140

Type of course unit: COMPULSORY

2nd Cycle Degree in BUSINESS ADMINISTRATION, ECONOMY AND FINANCE (LM77)

2nd year, 1st semester

Teacher: Prof. Dr. Alessia SAMMARRA

Number of ECTS credits: 9 (workload is 225 hours; 1 credit = 25 hours)

1	Course objectives	<p>The course major educational objective is to provide the students with the knowledge and understanding of contemporary policies and practices for employees' management and motivation, including recruitment selection and induction, training and professional development, performance appraisal, rewarding and compensation. Particular relevance will be given to the role of human resource management in support of organizational mission and objectives.</p> <p>Case studies of real-world organizations will be presented and discussed in order to illustrate contemporary HR concepts and issues in practice.</p>
2	Course contents and Learning outcomes (Dublin descriptors)	<p>Topics of this course include:</p> <ul style="list-style-type: none"> - Introduction: the role of HRM in the knowledge economy - Job Design - The HRM cycle: policies and practices <ul style="list-style-type: none"> ✓ Recruitment, selection and induction ✓ Performance appraisal and management ✓ Training and professional development ✓ Rewarding & Compensation - HRM and diversity management - International HRM <p>Learning outcomes:</p> <p>On successful completion of this module, the student should:</p> <ul style="list-style-type: none"> ○ develop an understanding of the strategic importance of HR to organizational effectiveness and performance ○ acquire knowledge and understanding of the different HR policies and practices to attract, motivate and retain employees ○ be able to analyse and appraise the relationship between HR practices and their outcomes for the individual and the organization ○ be able to discuss the impact of contextual internal and external factors on the shaping of HRM strategy/policies and HR practices ○ know and apply the language of the HR profession ○ understand and discuss the main challenges for effective HRM related to increasing globalization and diversity of the workforce ○ be able to discuss and explain the multi-actor and multi-level perspective in HRM ○ be able to discuss and explain the different roles that the HR department/professionals, the line managers, and the individual employees play for the effective implementation of HRM policies and practices
3	Prerequisites and learning activities	<p>The student must know the basic notions of management contained in the “Economia Aziendale” course</p>
4	Teaching methods and language	<p>This course adopts an active learning approach. This means that there will be lectures but we will also spend a great deal of time in class discussions and individual and group exercises based on the analysis of real-world cases of companies and organizations. A varied classroom approach will be adopted, including lectures, cases, individual exercises, team projects, students' presentations and other experiential training techniques.</p> <p>Students are strongly recommended to attend class on a regular basis.</p> <p>The attendance requirement will be enforced through the participation to project works that the instructor will assign to teams of students. Based on the instructor's evaluation, each team</p>

		<p>will receive an evaluation in points (up to 4 points). These bonus grade points will be awarded to each member of the groups and added to his/her final grade.</p> <p>Language of the course: Italian (90%) and English (10%). The course is taught in Italian, some course materials (e.g. case study, optional readings are in English).</p> <p>Ref. Text books</p> <p>in Italian: Gabrielli G., Profili S. "Organizzazione e Gestione delle Risorse Umane". Isedi, 2012 (Chapters 1,4,5,6,7,8,9,10,11,13,14,15,16)</p> <p>in English: Noe R.A., Hollenbeck, J.R., Gerhart B., Wright P.M., (2014). Fundamentals of Human Resource Management, 5/e, McGraw-Hill, ISBN: 0078112613 (Chapters 1,2,5,6,7,8,9,11,12,15,16).</p> <p>Other course materials provided by the instructor (only for students attending class on a regular basis).</p>
5	Assessment methods and criteria	<p><u>Formative assessment:</u> individual and team in-class exercises are used during the course to encourage students to critically evaluate the topics and concepts covered by the course and how they can be applied in real organizations.</p> <p><u>Summative assessment:</u> Written exam (in Italian). Foreign students can take the written exam in English upon request that must be agreed with the instructor at least one week in advance. The written exam consists of a 45-minutes in-class assessment composed by closed questions (true or false questions, multiple choice questions) and essay questions.</p>