UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Hr Management and Development

2021-2-E2401P120

Learning area

Knowledge and skills useful to understand and change the relations among individuals and the psychosocial processes underlying groups, organizations and social systems

Learning objectives

Knowledge and understanding

- Main organizational theories
- Terminology in organisations
- Ethics in people management.
- Different professions involved in HRM.

Applying knowledge and understanding

- The ability of critically “reading” an organization, starting from organizational charts, in its technical and cultural milieu
- To weave into a coherent whole the theoretical knowledge.
- To set the limits of each professional involved in HRM.

Contents

Selecting, training and managing human resources (HR) in organizations are typical areas of study for an I-O

psychologist, and represent real opportunities of employment for students of psychological sciences. HR management nowadays represents a source of competitive advantage for the majority of organisations. Unfortunately, not always these issues are treated in sensible ways. All too often, there is not enough emphasis on systemic interdependencies with other aspects of management. In designing the course and its content (within the boundaries of the context of academic learning), we aimed at providing an active and practical portrait of what actually happens today in organizations, the languages they adopt, the complex system of “implicit” and “explicit” meanings regulating the working life of millions of people.

Detailed program

- Historical development of human resource management
- The language of organisations.
- What does an HR manager Do?
- Rules, norms, justice and equity.
- People recruitment: what objectives, what tools? Practical instruments to measure competence.
- People management and development in organisations.
- Training and career development
- Compensation strategy

Prerequisites

Nothing specific. Students who have already passed the exams of social psychology and work and organizational psychology may be facilitated in the understanding of the course content.

Teaching methods

During the Covid-19 emergency, lessons will be held remotely asynchronously with synchronous video conferencing events. Part of the teaching will take place through the discussion of organizational cases, through small group exercises, through the dialogue with professionals that tell to the classroom their experiences in different issues of the lessons (recruitment, professional education, evaluation systems of employee)

The material (slides and, when possible, scientific articles and videos) is made available on the e-learning site.

Assessment methods

The exam is oral. The interview normally foresees the topics covered in class, but also the topics treated on the books indicated by the professor. The following are assessed: knowledge of the contents; the student's ability to give examples of practical application of the studied contents; the student's ability to make connections between the different points of view and the different tools studied for each human resource activity; the ability to critically analyze the advantages and disadvantages of the various methods normally in use in human resource management.
At the end of the course, there will also be a written pre-exam, recommended above all to attending students, structured with 8 open questions that touch on the different topics covered in the course. Some of these questions

provide for the solution of some problems typical of human resources. At the choice of the student, the pre-exam can completely replace the oral exam.

In the Covid-19 emergency, exams will only be online. They will be carried out using the WebEx platform and on the e-learning page of the course, there will be a public link for access to the examination of possible virtual spectators.

Textbooks and Reading Materials

- Dessler G. (2015). Fundamental of Human Resources Management, Global Edition, Pearson Education.

- Ottieri O. (2004). Donnarumma all'assalto. Milano: Garzanti.

Detailed information about other teaching material will be published on the relevant page of the e-learning website.