UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

SYLLABUS DEL CORSO

Organizzazione e Gestione delle Risorse Umane

2122-1-F5701R006

Course title

Human resource management

Topics and course structure

Human resource management processes are crucial for companies operating in the most competitive sectors, as well as in Public Management (e.g. local authorities, social-health services and public utilities) and in the third sector (e.g. NGOs). There is in fact a broad consensus among managers on the idea that effective human capital governance is an indispensable requisite for achieving organizations' results.

Prospective business and professional training experts have a more specific interest in HR competencies: in their work (in companies or as consultants) they usually have to interact mainly with colleagues in the HR department, both to organize new training projects and/or to support other activities (for example, in the on boarding process).

This course aims to develop an advanced knowledge on HRM processes and activities. The introductory part deals in particular with the analysis of value creation and its interplay with the management of human capital. In the central part the main HR tools are deeply examined: personnel planning, recruitment, selection, on boarding, evaluation, reward management, development, career and labor relations. Finally, in the last part we consider how to effectively design the HR department.

Objectives

At the end of the course students will have to demonstrate that they possess the necessary operational skills to: carry out the mapping of critical skills for organizational roles (job profiling); build skills inventories; design selection processes with appropriate assessment tools; assess competency gaps and define hedging strategies; design training interventions and human capital development stretegies; set up compensation policies.

Methodologies

Online and offline teaching materials

Slides projected during the lessons, as well as asynchronous videos and every other integrative material (eg videos, articles, educational notes and so on), are made available through the platform http://elearning.unimib.it

Programme and references for attending students

Programma

- Strategic human resource management: from value equation to sustainability.
- Value generation through people management: competence, states, and relations

- The competency model: methodological issues, mapping methods, and assessment tools
- Recruitment and selection policies
- Performance management

- Compensation policies and management
- Labour relations and collective bargaining
- HR policies evaluation
- HR department organization
- HR services outsourcing

- Managing the change of HR policies

Reference list

- Noe, R.A. e altri (2019). Gestione delle risorse umane, terza edizione. Apogeo, Milano. Capitoli: 1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12. Referenze in inglese
- Paoletti, F. (2008). Organizzare le funzioni del personale. Franco Angeli, Milano.
- Set di letture integrative selezionate dal docente ed altri materiali didattici (slide, casi, esercitazioni) distribuiti nel corso delle lezioni e resi disponibili attraverso la piattaforma elearning

Programme and references for non-attending students

- Noe, R.A. et al (2020). Human Resource Management: Gaining a Competitive Advantage. International

Students Edition (11th ed). McGraw-Hill. The book can be bought at the main online bookstores.

Assessment methods

Office hours

Office hours are made available to students every week at this link:

https://elearning.unimib.it/course/view.php?id=28427

Programme validity

Course programs are valid for two academic years.

Course tutors and assistants