UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Laboratory 9 - L’evoluzione della Gestione delle Risorse Umane e il Diversity Management

2223-3-E1601N088

Learning objectives

\ - Outline the evolution of the **role of HR Manager**, underlining the transition from human resources Manager to Head of Human Resources Management and internal relations within the company; from a management focused on human resources administration to a management that serve the individual; from a short-term to a medium-long term vision.

\ - Describe how in recent years one of the most important **transversal skills** for working in the field of human resources is being able to be a facilitator in the management of organizational processes and support the development and personal development.

\ - Explore how the **cultural and organizational change** in the company system has affected the evolution of human resource management processes. To illustrate how companies, in order to face the sudden changes in the labor market, have had to align themselves by activating new models of organizational management.

\ - Deepen the **management of Diversity Management Policies**. Illustration of how the demographic changes of society, and therefore of the workforce, have made it necessary to manage new ways of managing work within companies, focusing attention on a correct enhancement of the cultural diversity expressed by human resources.

\ - Deepen the **organizational well-being** and **welfare policies** and their impact on the organization.

Contents

During the meetings each topic will be discussed with a theoretical introduction followed by practical exercises and/or case studies. Students will be actively involved in participating in team work with the aim of facilitating greater understanding of the topics covered throughout the day by stimulating their individual speeches, but also

group activities between one meeting and the next. There are also company testimonies with the aim of listening to work experiences on the topics covered. The course will lead students to a greater knowledge and awareness of the activities that characterize the functional area of Human Resources.

Detailed program

The training course is divided into 6 sessions, which will be conducted by HR professionals, enriched by company testimonials. The main issues addressed during the meetings will be the following: a) The role of the HR Manager (profile and skills) b) The areas covered by the HR function (selection, compensation, training and industrial relations) c) Culture and company organization (organization chart, job description, performance management) d) Diversity Management (management of diversity policies within HR processes) e) Organizational well-being (actions aimed at the physical, psychological and relational well-being of the individual within the company) f) Corporate welfare (policy and tools).

Prerequisites

- To be enrolled from the 3rd year onwards;
- Passing the Mathematics and Statistics exams;
- To have achieved from 90 CFU onwards (at the time of enrollment in the laboratory); (4) To have included the laboratories in the curriculum.

Teaching methods

Classroom lessons, team work, testimonials.

Assessment methods

Suitability assessment for classroom and remotely work.

Textbooks and Reading Materials

The teaching material will be communicated at the beginning of the lab.

Sustainable Development Goals

REDUCED INEQUALITIES