UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Organizational Development and Human Capital

2223-2-F6302N029

Learning objectives

The aim of the course is to explain the topic of organizational design, by focusing on the role of human capital for the development of the institutions, such as private, public and non-profit organizations.

Contents

After recalling the topic of organizational needs and the main management tools, a particular attention will be brought to the interpretative models of the dynamics of human capital within organizations, and specifically services' providers. International researches, national experiences and business cases will be used for training support. Attention will be dedicated to show the main human capital management policies, processes and practices.

Detailed program

The course alternates between lectures, case histories and evidences, and the topics treated are as follows:

- From human capital to strategic human resource management

- Actor behavior

- Value cycle of human resource

- People and human resource planning

- Recruiting and human resource selection

- Management of the psychological contract

- Training and human resource development systems

- Reward systems and human capital enhancement

- Diversity management

- Multicultural management

Prerequisites

Fairly good skills in learning, writing and speaking, together with a general knowledge about the economic processes.

Teaching methods

Teaching lessons and Project Work.

Assessment methods

Written and oral examination.

Textbooks and Reading Materials

For attending students:

- Costa G., Gianecchini M. (2013) “Risorse umane. Persone, relazioni e valore”, McGraw-Hill (III Edizione)
- Slides, cases and papers selected by the professor.

For non attending students:

- Costa G., Gianecchini M. (2013) “Risorse umane. Persone, relazioni e valore”, McGraw-Hill (III Edizione)
- Noe R. A., Hollenbeck J.R., Gerhart B., Wright P.M. (2006) “Gestione delle risorse umane”, Apogeo (II edizione) – (Cap. 1-2-3-8-12)

Sustainable Development Goals

QUALITY EDUCATION | DECENT WORK AND ECONOMIC GROWTH | INDUSTRY, INNOVATION AND INFRASTRUCTURE