COURSE SYLLABUS

Hr Management and Development

2324-3-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 to critically "read"and understand an organization, starting from organizational charts, in its technical and cultural milieu

· The ability to critically apply theories to the main personnel management issues

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

- The historical development of human resource management;

- Job analysis

- Personnel selection

- Work performance;

- Training and career development;

- Performance evaluation and management;

- Career management;

- Brief overview of compensation;

- Employee relations;

- Impact of technology on human resource management.

Prerequisites

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

Teaching methods

In addition to lectures in the classroom, part of the teaching will take place through the presentation of organizational cases, the realization of exercises in small groups and the viewing and commenting of videos relating to work. Finally, through meetings with professionals working in the human resource management area.

All the material (slides of the lessons, texts of the organizational cases, exercises and, when possible, the videos)

is made available on the e-learning site of the course, so that it can also be used by non-attending students.

Although this course is held in Italian, for Erasmus students, course material can also be available in English, and students can take the exam in English if they wish to do so.

Assessment methods

The exam is written (open questions), with oral optional (chosen by student or by professor). Some of these questions involve solving some typical human resource issues. The questions aim at ascertaining the effective acquisition of both theoretical knowledge and the ability to apply them to typical problems; 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 used in human resource management.

The optional oral exam regards the topics treated in class and the material provided by professor.

At the end of the course, there will also be a written pre-exam, recommended above all to attending students, structured as the written exam.

Textbooks and Reading Materials

Detailed information about the teaching material will be published on the e-learning page associated with the course.

Sustainable Development Goals

DECENT WORK AND ECONOMIC GROWTH | INDUSTRY, INNOVATION AND INFRASTRUCTURE