UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Laboratory 9

2526-3-E1601N088

Learning objectives

Knowledge and understanding
The course aims to provide students with knowledge of the main areas of activity of the Human Resources function, with particular reference to recruitment, training and development processes, as well as to the organizational and cultural dynamics within which these processes take shape in contemporary organizational contexts, also through engagement with contributions from the corporate and professional world.

Applying knowledge and understanding
The course aims to enable students to apply concepts, tools and practices from the field of Human Resources to the analysis of concrete cases, using methodologies and instruments related to recruitment, people assessment, performance management and development initiatives in an operational way, also in light of experiences and practices presented by companies and sector professionals.

Making judgements
The course aims to develop students' ability to critically interpret situations and issues related to human resource management, independently assessing the coherence and effectiveness of practices, tools and solutions adopted in different organizational contexts, also by comparing theoretical models with concrete professional experiences.

Communication skills
The course aims to develop students' ability to present HR-related topics, analyses and evaluations clearly and appropriately, using appropriate disciplinary language and interacting effectively in contexts of discussion, practical activities and exchange with professionals and practitioners in the field.

Learning skills
The course aims to foster students' ability to independently deepen their knowledge of themes and tools related to the Human Resources function, connecting previously acquired knowledge with the practical experiences proposed during the course and with contributions from the world of work, thereby strengthening their ability to interpret professional contexts in the HR field.

Contents

The course covers the following topics:

- organizations and their main structural arrangements;
- organizational culture;
- the role of the Human Resources function within organizations;
- candidate attraction and employer branding strategies;
- recruitment and selection processes;
- induction and onboarding processes;
- performance management;
- potential assessment;
- the main training and development initiatives in the field of Human Resources.

Detailed program

After introducing key concepts related to organizations, organizational structures, and organizational culture, with particular attention to their relevance in business settings, the course focuses on the main processes of the Human Resources function from an applied perspective. Particular attention is given to candidate attraction and selection, induction and onboarding, performance management, potential assessment, and the main training and development initiatives. The course is also enriched by guest talks and practical contributions from companies operating in the field, including Deloitte, GiGroup, Prysmian, and Adecco, with the aim of connecting course content to concrete tools, practices, and professional experiences.

In particular, the course covers the following topics:

Recruitment and onboarding

- defining the candidate profile and identifying the key requirements;
- candidate attraction and employer branding practices;
- CV analysis, including practical exercises based on business cases;
- the selection interview, with simulations based on specifically prepared CVs;
- candidate assessment through observation grids and competency-based tools;
- induction and onboarding processes within organizations.

Performance management

- performance management within people management processes;
- goal setting and performance measurement through tools used in organizational contexts;
- career progression and criteria for performance recognition.

Potential assessment

- the integration of performance and potential in people evaluation processes;
- the definition and main dimensions of potential;
- tools and tests used in potential assessment, including practical exercises;
- methods for assessing potential, with particular reference to the assessment centre, also through practical activities.

Training and development initiatives

- career paths and tools for professional growth;
- development initiatives such as management training, team building, and coaching;
- employee engagement, including methods of measurement and initiatives aimed at enhancing it in organizational contexts.

Prerequisites

Requirements for participation in the laboratory:

- enrolment in the third year of the degree programme in Organizational Sciences;
- successful completion of the Mathematics and Statistics examinations;
- acquisition of at least 90 CFU/ECTS credits, officially recorded at the time of enrolment in the laboratory;
- inclusion of the laboratory in the student's study plan.

Teaching methods

The course will be delivered in person and will combine lectures, aimed at introducing the main concepts and tools of the Human Resources field, with practical exercises, simulations, case-study analysis, and group activities designed to support the applied use of the course content. Teaching will also be enriched by guest talks and contributions from companies and organizations in the sector, with the aim of linking the topics covered in the course to concrete professional practices and experiences.

Assessment methods

Assessment will be based on active participation in the activities carried out during the course, ongoing monitoring of work in progress, and an individual final assessment consisting of the presentation and discussion of the assignments or activities developed during the laboratory.

Textbooks and Reading Materials

Course materials will be provided by the instructor at the beginning of the laboratory.

Sustainable Development Goals

QUALITY EDUCATION | GENDER EQUALITY | DECENT WORK AND ECONOMIC GROWTH