COURSE SYLLABUS

Laboratory of Models and Practices for Personnel Management and Development

2526-2-F5106P049

Learning area

Experiential learning

Learning objectives

Knowledge and Understanding
• Knowledge of the various activities within the Human Resources (HR) function.
• Understanding of key models for talent and career management.

Applying Knowledge and Understanding
• Ability to design HR management pathways tailored to different stages of the employee lifecycle (e.g., onboarding, career development, exit).
• Competence in the developing of motivational and feedback systems, as well as individual and collective growth paths within organizations.

Autonomy of Judgment
• Students are encouraged to develop critical thinking and independent judgment in interpreting the psychological dynamics that characterize personnel management, through interactive sessions involving the discussion of organizational cases, small group exercises, and guided analysis of materials (e.g., videos) related to workplace settings.
• Group work fosters critical reflection, the exchange of ideas, and the ability to justify one's own viewpoints.

Communication Skills
• The laboratory promotes the development of communication skills through continuous interaction between participants and the professor, case discussions, group work, and opportunities to present and discuss results in

class with peers and the professor.
• The aim is to facilitate the acquisition of language and terminology specific to the HR field.
• Collective case discussions and guided material analysis also support the development of active listening and constructive dialogue.

Learning Skills
• The laboratory aims to provide students with foundational tools for independently deepening their understanding of HR practices.
• In particular, exposure to real-life cases and active participation in laboratory activities stimulate personal engagement with the content, fostering a critical and autonomous approach that supports practical application in professional contexts.

Contents

Detailed program

Prerequisites

Teaching methods

Assessment methods

Textbooks and Reading Materials

Sustainable Development Goals

GENDER EQUALITY | DECENT WORK AND ECONOMIC GROWTH