



UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

SYLLABUS DEL CORSO

Teorie e Strumenti per la Gestione e lo Sviluppo del Personale

2627-3-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

- Key concepts, terminology, and core processes of human resource management and development within organizations;
- The evolution of the HR function and the main organizational, economic, and social changes that influence people management practices, including their ethical implications and the professional roles involved.

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

Making judgements

Through interactive lessons based on the discussion of organizational cases, practical exercises in small groups, and the analysis of videos related to real workplace situations, students are encouraged to develop critical thinking and independent judgment in interpreting practices and strategies for personnel management and development.

The overall structure of the course is designed to train students in analyzing complex problems, evaluating alternative solutions, and arguing their positions in a conscious and informed manner. Lastly, interactions with professionals in the field promote autonomous reflection on different approaches, real-world experiences, and organizational decision-making.

Communication skills

The course supports the development of communication skills through classroom activities that require students to present and discuss in groups the outcomes of practical exercises, as well as collaboratively analyze business cases and professional testimonies. These activities, combined with interactions with guest professionals, foster the use of technical language appropriate to the field of human resource management and encourage students to express ideas, strategies, and critical reflections with clarity and coherence.

Learning skills

The course provides conceptual and methodological tools that enable students to continue studying the topics independently beyond classroom hours. Access to course materials via the e-learning platform supports individual learning and allows students to revisit and deepen their understanding of the content covered in class. The applied nature of the teaching activities, along with interactions with professionals, contributes to the development of an active and reflective learning approach, useful both for continued education and for preparation for professional practice.

Contents

Human resource management and development represent an important area of professional practice for graduates in psychology-related disciplines. The course examines the main processes that shape HR practice within organizations, including job analysis, recruitment and selection, training and development, performance evaluation, and career management. Particular attention will be given to the evolution of the HR function and to the organizational, economic, and social changes that affect all people management and development activities, with the aim of providing a practical understanding of the dynamics, tools, and language that characterize organizational life.

Detailed program

- The historical development of human resource management;
- Job analysis
- Personnel selection;
- Training and career development;
- Performance evaluation and management;
- Career management;
- Employee relations;
- Brief overview of compensation;

- Impact of technology on human resource management.

Prerequisites

It is recommended to have already taken an exam in work and organizational psychology, as it may facilitate the understanding of the course content.

Teaching methods

16 lessons will be conducted in a traditional in-person format;

12 lessons will be conducted in an interactive, in-person format. In the latter case, the lessons will include the presentation and discussion of organizational cases, practical exercises in small groups on most of the course topics, and the viewing and discussion of work-related videos. Additionally, some professionals from the field will be invited to share their experiences on the various topics covered in the course.

The materials (especially the lecture slides, the texts of the organizational cases, and, when possible, the videos) will be made available on the course's e-learning page so that they can also be accessed 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). 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.

No interim assessments are planned.

The final grade takes into account the overall score obtained in the examination, according to the following grading scale:

18: barely sufficient knowledge of the essential content; minimal ability to apply, interpret, and discuss the material; limited or imprecise use of technical language.

19–22: sufficient knowledge of the fundamental content, with some uncertainty in applying and/or interpreting it; still partial use of technical language.

23–26: satisfactory and generally accurate knowledge; good ability to apply and understand the content, despite some inaccuracies; generally appropriate use of technical language.

27–30: sound and well-structured knowledge; good command of the content, with the ability to interpret it critically and discuss it independently; precise use of technical language.

30 with honours: broad, in-depth, and fully mastered knowledge; excellent ability in critical analysis, interpretation, and independent argumentation; precise and fully appropriate use of technical language.

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
