



UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

SYLLABUS DEL CORSO

Laboratorio di Modelli e Pratiche per la Gestione e lo Sviluppo del Personale

2627-2-F5112P025

Learning area

Experiential learning

Learning objectives

The workshop aims to develop fundamental competencies for the strategic and operational management of Human Resources, through an integrated understanding of the main HR processes and the hands on use of tools applied in contemporary organizations.

Its goal is to guide students in exploring the most relevant HR intervention areas (selection, performance management, learning and development, total rewards, climate and engagement), providing theoretical, methodological, and practical elements to analyse, design, and manage professional activities in the Human Resources field.

Knowledge and Understanding

- understand the main functions of the HR department and their role within the organizational system;
- become familiar with people management models in complex organizations;
- interpret the socio psychological dynamics that influence HR processes (motivation, leadership, organizational culture);
- study the tools and methodologies used across HR areas (recruiting, onboarding, evaluation, development, training, compensation, employee relations);
- understand the principles guiding the alignment between organizational strategy and human capital management.

Applying Knowledge and Understanding

- conduct an HR needs analysis starting from the exploration of the organizational context;
- design a simple HR process (e.g., selection, performance review, onboarding pathway);
- use standard HR operational tools (job descriptions, competency matrices, evaluation systems, HR KPIs);
- analyse real HR cases and formulate intervention hypotheses;
- develop a project work simulating a complete HR intervention, from diagnosis to operational proposal.

Making Judgements

- Through interactive sessions based on case discussions, small group exercises, and guided analysis of materials (e.g., videos) related to workplace contexts, students are encouraged to develop critical thinking and autonomous judgement in interpreting the psychological phenomena underlying personnel management.
- Small group work fosters critical reflection, exchange of ideas, and the ability to articulate and defend one's own viewpoints.

Communication Skills

- The workshop promotes communication skills through constant interaction between students and the instructor, discussion of cases, and participation in group work, with opportunities to present and discuss results in class with peers and the instructor.
- The aim is to develop familiarity with the professional language used in HR contexts.
- Collective discussion of organizational cases and guided analysis of materials also support active listening and constructive dialogue.

Learning Skills

- The workshop aims to provide the foundations that enable students to independently continue deepening their understanding of HR practices.
- Exposure to concrete cases and active participation in workshop activities stimulate personal elaboration of concepts and foster a critical and autonomous approach, also in view of practical application in professional settings.

Contents

Detailed program

Prerequisites

Teaching methods

Assessment methods

Textbooks and Reading Materials

Sustainable Development Goals

