

**Denominazione Corso di Studio**

Corso di Laurea Specialistica in  
“Economia Aziendale e Management”

**Denominazione Insegnamento**

Organizzazione e Gestione del Personale

**Anno Accademico, Anno Corso, Semestre, Cfu**

Anno Accademico 2023- 2024, I° Anno, II Semestre, 10 Cfu

**Docente**

**[Prof. Rocco Reina](#)**

<b>Course information</b>	Organization and Human Resources Management course represents one of the teachings of the Specialized Degree Course in Business Administration & Management of the University of Catanzaro, developing on a weekly basis in the second semester of the 2023/2024 academic year. Classroom activities will see the development of n. 7 teaching modules, 2 of which are in-depth. The course represents 10 credits and includes a total of approximately 70 hours. frontal teaching.
<b>Teacher information</b>	Rocco Reina, Professore Ordinario di Organizzazione Aziendale (SECS P/10);  Contacts: Studio 5 Dipartimento di Scienze Giuridiche Storiche Economiche e Sociali – Edificio dell’Area Giuridico- Economica; Email address: <a href="mailto:rreina@unicz.it">rreina@unicz.it</a> ; Telephone contact details: +39.0961.3694944.
<b>Course description</b>	<p>The course explores the issues of corporate organization, organizational behavior and personnel management, with reference to public, private and non-profit companies. Specifically, starting from the macro-organizational themes of strategies and organizational design, the typical topics of behavior are subsequently developed, deepening the levers of organizational communication, group management, individual motivation, leadership as soft skills useful for the professional of the future. The themes of people management will be studied in depth, all elements of knowledge and awareness for students of a Master's Degree Course, designed to build competent managers and professionals in the Human Resources area.</p> <p>The entire training process is built by supporting and enhancing the continuous dialogue with experts and testimonials of the local production system and Confindustria; in this way students are allowed - through the exchange of experiences and specific planning - on the one hand the direct acquisition of skills otherwise difficult to obtain and, indirectly, the knowledge of the typical dynamics of organizational systems, thus representing effective moments of orientation in useful itinerary for the student on the threshold of the job market.</p>

<p><b>Course Objectives and Expected Learning Outcomes</b></p>	<p>The aim of the course is to understand the complex organizational dynamics relating to public, private and non-profit companies, deepening the existing interconnections with the personnel management system and the organizational behaviors that can be concretely activated. The topics covered will be presented with teaching methods strongly oriented towards encouraging classroom interaction and therefore the acquisition of role awareness useful for the professionals of tomorrow.</p> <p>The course aims to encourage students:</p> <ul style="list-style-type: none"> <li>• Understanding of the elements that characterize complex organizations, allowing students to develop the ability to represent and describe the contextual and technical situations of public, private and non-profit organizations;</li> <li>• Understanding of the main levers of individual and organizational behaviour, also through the recognition of the logic of changing the elements of the corporate context;</li> <li>• Knowledge and understanding of the main soft skills useful for managing complex business problems related to modernity;</li> <li>• Knowledge of the techniques and tools - also linked to modernity - typical of people management and the assessment of people within the corporate structures, for the achievement of performance;</li> <li>• The ability to know how to organize information in structured reports, such as the business plan, developing the ability to observe and connect the theoretical principles studied to the applications of the observed business realities;</li> <li>• Knowing how to organize concepts autonomously and report them in the most appropriate communicative ways in respect of the observed contexts and reference audiences.</li> </ul>
<p><b>Program (contents, implementation methods). Possible distinction between attending and non-attending programmes</b></p>	<p>The program includes the study of the following topics:</p> <ul style="list-style-type: none"> <li>• Business strategy, human resources and value;</li> <li>• Strategy relationship - people management;</li> <li>• Governing people: work and flexibility;</li> <li>• Individual behavior;</li> <li>• The job analysis and planning system</li> <li>• The acquisition of personnel</li> <li>• Training</li> <li>• The reward system</li> <li>• Union and industrial relations</li> <li>• Change in human resource management methods.</li> </ul> <p style="text-align: right;">(for a total of about 400 pages)</p> <p>In-depth module</p> <ul style="list-style-type: none"> <li>• Evaluation of the contribution of people</li> </ul> <p><u>The details of the teaching program are published on the teacher's page.</u></p>

	<p><b>Additional educational resources</b></p> <p>• <b>Percorsi di Management</b></p> <p>Educational Project for interaction with the Territorial Confindustria system, aimed at developing activities that involve the direct involvement of entrepreneurs and managers on one side and the classroom on the other, which develop moments of mutual understanding and cross-fertilization paths.</p>							
<b>Estimate of the Hourly Commitment required for individual study</b>	<p>Approximately the student will have to dedicate to individual study a percentage of work equal to two and a half times the time dedicated to frontal teaching; so having the course n.70 hours approx. of work in the classroom, the time dedicated to study will be approximately 180 hours, based on the program drawn up.</p>							
<b>Methods of Teaching used</b>	<p>The teaching activities will be divided between classroom lessons, teaching exercises, group work, thematic seminars.</p>							
<b>Learning resources (recommended textbooks, any further recommended reading for further study, other educational material)</b>	<p><u>Textbooks:</u></p> <ul style="list-style-type: none"> <li>• Gabrielli/Profili –<i>Organizzazione e Gestione delle Risorse Umane</i> – ISEDI Novara 2020;</li> </ul> <p><u>Recommended readings</u></p> <ul style="list-style-type: none"> <li>• Noe R. A., Hollenbeck J.R., Gerhart B., Wright P.M. -<i>Gestione Delle Risorse Umane</i> - Apogeo, Milano, 2012;</li> </ul> <p><u>Other material</u></p> <p>Selection of exercises and case studies, as well as the slides of the lessons, will be made available to students through the dedicated section on the e-learning platform of the course.</p>							
<b>Support Activities</b>	<p>Specific tutorship and/or reception sections will be dedicated to the needs of the students, through specific scheduling.</p>							
<b>Frequency Mode</b>	<p>The methods are indicated in article 8 of the University teaching regulations.</p>							
<b>Method of Assessment</b>	<p>The course includes an initial test to assess the knowledge at the entrance.</p> <p>The course does not include exemptions. The final profit exam will be carried out in written and oral form.</p> <p>The criteria on the basis of which the student will be judged are: passing the written test followed by an oral exam, aimed at deepening the topics of the written test and/or other topics relevant to the candidate's training, thus arriving at an overall summary evaluation .</p> <table border="1" data-bbox="445 1912 1479 2056"> <tr> <td><b>Vote</b></td> <td><b>Knowledge and Understanding of the topic</b></td> <td><b>Ability to analysis and synthesis</b></td> <td><b>Usage of references</b></td> </tr> </table>				<b>Vote</b>	<b>Knowledge and Understanding of the topic</b>	<b>Ability to analysis and synthesis</b>	<b>Usage of references</b>
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		Not suitable	Important shortcomings. Significant inaccuracies	Irrelevant. Frequent generalizations. Inability to synthesis	Completely inappropriate
		18-20	At the threshold level. Imperfections evident	Just enough capacity	Just appropriate
		21-23	Routine knowledge	He is able to carry out correct analyzes and synthesis. He argues logically coherent	Use standard references
		24-26	Good knowledge	He has good analytical and synthesis skills. Arguments are voiced consistently	Use standard references
		27-29	More than good knowledge	He has remarkable capacity for analysis and synthesis	He delved into the topics
		30-30L	Excellent knowledge	He has excellent analytical and communication skills synthesis	Important insights