

**Course name**

Free choice

**Course Title**

Human resources management

**Academic Year, Course Year, Semester, Cfu**

Academic Year 2024-2025, free choice, 1 Semester, 6 Cfu

**Professor**

Marzia Ventura (6 cfu)

<b>Introduction</b>	"Human resources management" subject of free choice related to the Department of Law, Economics and Sociology (Scientific-disciplinary sector: SECS-P / 10 - Business Organisation-
<b>Support activities</b>	tutorship (inviando e-mail a marziaventura@unicz.it)
<b>ATTENDANCE</b>	Attendance of the course is not compulsory. The methods are indicated in Article 8 of the University's Didactic Regulations.
<b>Estimated hours required</b>	given that the amount of study actually necessary for the preparation of an exam will vary according to the subjective abilities of each student, the indicated program requires approximately an average of individual study of 105 hours.
<b>Learning resources (recommended textbooks, any further recommended reading for further study, other teaching material)</b>	1. Book: Stefano Paneforte: la gestione delle Persone nelle organizzazioni. CEDAM, anno 2015. 2. Altro Materiale Slides delle lezioni esercizi e cases studies
<b>Teacher</b>	<b>Marzia Ventura</b> <b>e- mail: marziaventura@unicz.it</b> The Agenda of the dates and times for the students' reception will be periodically published on the website of the GES Department, on the personal page of the teacher and / or in the section reserved for notices for students.

<p><b>Course objectives and expected learning outcomes (in particular: knowledge and understanding skills; applied knowledge and understanding skills; independent judgment; communication skills; learning skills)</b></p>	<p>The aim of the course is the understanding of human resource management practices. Therefore, the topics covered will be presented with teaching methods strongly oriented towards encouraging classroom interaction and therefore the acquisition of role awareness useful for tomorrow's professionals. The pandemic has led to the use of tools and practices related to the transfer of knowledge through the support of video-case studies, in addition to IT tools.</p> <p><u>Knowledge and understanding:</u></p> <p>the student achieves the knowledge and understanding of the main levers and soft skills necessary for the management of complex business problems related to new changes; as well as the understanding of HRM dynamics within the company structures, with the respective professional skills available to the business, for a good performance.</p> <p><u>Applied knowledge and understanding (i.e., ability to apply knowledge and understanding):</u></p> <p>the student is enabled to apply the methodological background and the knowledge acquired, framing and knowing how to organize the concepts independently and to report them in the most appropriate communication methods in compliance with the observed contexts and the reference stakeholders.</p> <p><u>Autonomy of judgment:</u></p> <p>the student acquires the ability to critically read phenomena related to Human Resource Management.</p> <p><u>Communication skills:</u></p> <p>The student becomes able to formulate reflections, identify problems and propose solutions.</p> <p><u>Learning ability:</u></p> <p>the student is put in a position to be able to independently find and interpret the new phenomena related to HRM 4.0.</p>
<p><b>EXAMINATION</b></p>	<p>The course does not include intermediate evaluation tests. The final exam will be held in written and oral form. I criteri sulla base dei quali sarà giudicato lo studente sono: il superamento della prova scritta e sulla base del punteggio ottenuto segue esame orale volto ad approfondire gli argomenti della prova scritta e/o altri rilevanti per la formazione del candidato, pervenendo così a una valutazione di sintesi complessiva. Nello specifico per gli studenti non frequentanti l'esame risulta essere, secondo la seguente modalità: scritta e orale; per gli studenti con 3 cfu solo orale; per gli studenti frequentanti discussione project work e prova orale.</p>

<b>Didactic methods</b>	<p>The course is given in form of frontal lessons. According with the training objectives and contents, the course offers teaching methodologies that form a learning and development path divided into several segments that include testimonies, discussions, exercises, simulations, didactic cases.</p> <p>Project work activities will also be proposed to develop awareness of the typical dynamics of “team work &amp; evaluation” that are increasingly present in organisations.</p>
<b>PROGRAM (CONTENTS, TEXTS, EXECUTION) DIFFERENCE BETWEEN ATTENDING IN PERSON OR ONLINE</b>	<p>The educational program for non-attending students includes the study of the following chapters: paragrafo 3.1.-3.2.-3.4; chapter 4; 5; 6; 7; 8; 9; 10; 11; 13; 14; 15.</p> <p>For attending students, the identified program may undergo changes on the basis of ongoing orientation projects that will be developed.</p> <p><u>The didactic program for students with 3 credits CFU includes the study of the following chapters: 1-2-3</u></p>
<b>Description</b>	<p>We want to develop a theoretical and methodological path that is a stimulus for the creation of an innovative path capable of giving birth to new knowledge in the learner, placing the person, relationships and collaborative skills at the center.</p> <p>This is useful to be able to address the most current issues of a discipline that is constantly evolving, aware that the complexity of the problems of welfare and the economic crisis must rework the approaches and practices with which organisations have organised and managed their own collaborators.</p>