

COURSE OF STUDY: Business Economics and Administration

ACADEMIC YEAR: III YEAR

ACADEMIC SUBJECT: Human resources planning and training

General information	
Year of the course	III – First semester
Academic calendar (starting and ending date)	12 September 2022 to 23 December 2022
Credits (CFU/ETCS):	6
SSD	M-PED/01
Language	Italian
Mode of attendance	optional

Professor/ Lecturer	
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Department and address	Jonian Department – Economic department - Via Lago Maggiore angolo via Ancona - Taranto
Virtual room	<i>Microsoft teams</i>
Office Hours (and modalities: e.g., by appointment, on line, etc.)	After lessons- to be arranged with the lecturer and to be conducted in-house or on the TEAMS platform as needed

Work schedule			
Hours			
Total	Lectures	Hands-on (laboratory, workshops, working groups, seminars, field trips)	Out-of-class study hours/ Self-study hours
150	48		102
CFU/ETCS			
6	6		

Learning Objectives
The Human Resources Planning and Training course intends to develop in students specific skills in the areas of human resources pedagogy and business organisations in the perspective of lifelong learning, lifewide learning and sustainable competitiveness, paying particular attention to aspects and factors concerning the design of training, the promotion of new values, the development of character skills, the enhancement of the psychological capital of human resources, the moral dimension, the ability of each professional to become the main interpreter of the change of a professional style through educational work oriented to the enhancement of the cognitive and non-cognitive, social and emotional dimensions.

	Translated with www.DeepL.com/Translator (free version)
Course prerequisites	No previous Knowledge required
Teaching strategies	Lectures will be complemented by seminars and discussions on particular cases or by exercises, as a useful in-progress verification of the students' learning process. Power point presentations containing diagrams and images will be used to facilitate understanding of the topics.
Expected learning outcomes in terms of	
Knowledge and understanding on:	<ul style="list-style-type: none"> ○ Knowledge and understanding of human resources training design ○ Knowledge of human resources training methods ○ Knowledge of methods of transforming professional styles
Applying knowledge and understanding on:	<ul style="list-style-type: none"> ○ Understanding of real experiences of organisational and corporate contexts ○ knowledge of human resources training methods
Soft skills	<p><i>Making informed judgments and choices</i></p> <ul style="list-style-type: none"> ○ knowledge of the organisational contexts of choosing the most effective human resources training methods ○ critical capacity and analysis of critical issues related to human resources training <p><i>Communicating knowledge and understanding</i></p> <ul style="list-style-type: none"> ○ Be competent in pedagogical vocabulary ○ Develop logical argumentation and critical analysis skills <p><i>Capacities to continue learning</i></p> <ul style="list-style-type: none"> ○ autonomy and mastery of specific knowledge and skills relating to the design and training of human resources
Syllabus	
Content knowledge	<ul style="list-style-type: none"> - Knowledge and skills in the areas of human resources pedagogy and business organisations in the perspective of lifelong learning, lifewide learning and sustainable competitiveness; - Pedagogical design and sustainability of the training process; (needs analysis, vocation recognition, skills assessment, understanding of objectives, etc.); - Training processes in organisations - Human capital and the economics of training - Humanistic culture in the company (Care, inclusion, social responsibility, civil economy, culture of legality, work ethics) - Cultivating memory in the company: reporting systems and narrative skills
Texts and readings	<p><i>Alessandrini, G. (2019). Lavorare nelle risorse umane: Competenze e formazione 4.0. Roma: Armando editore</i></p> <p><i>Cornacchia, M. (2018). Le humanities in azienda. Milano: Franco Angeli (cap. 2, 3 4 e 5)</i></p>
Notes, additional materials	Slides and handouts could be distributed
Repository	Any additional teaching materials will be available from the didactic secretariat
Assessment	
Assessment methods	The assessment of learning will take place through an oral examination aimed at ascertaining the student's ability to have acquired knowledge of the fundamental principles of human resources training design, organisational pedagogy and training methods

Assessment criteria	<ul style="list-style-type: none"> - Knowledge and understanding: Knowledge and understanding of the basics of human resources pedagogy and business organisations - Applied knowledge and understanding: Understanding and development of human resources training methods through learning situated experiences - Autonomy of judgement: Ability to critically analyse resources and critical issues related to one's own human resources training course - Communication skills: Competence in the use of pedagogical vocabulary; ability to organise knowledge to elaborate a logical argument; ability to synthesise - Ability to learn: Mastery of specific knowledge and skills
Final exam and grading criteria	<p>The final grade is expressed in thirtieths. The examination is passed when the mark is 18/30 or higher.</p> <p>The assessment will take into account</p> <ul style="list-style-type: none"> - knowledge of the topics - the ability to express oneself - the correct use of pedagogical vocabulary - the ability to make a critical sense - the ability to transfer the acquired knowledge into practice
Further information	
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