

<b>General Information</b>	
Academic subject	HR Recruitment and Management
Degree course	LM 51 - Psychology
Curriculum	Work and Organizational Psychology
ECTS credits	6 CFU
Compulsory attendance	No
Language	Italiano

<b>Subject teacher</b>	Name Surname	Mail address	SSD
	Maria Luisa Giancaspro	maria.giancaspro@uniba.it	M-PSI/06

<b>ECTS credits details</b>			
Basic teaching activities	Work and Organizational Psychology	M-PSI/06	6

<b>Class schedule</b>	
Period	II semester (March 2022/May 2022)
Year	First Year
Type of class	Lecture, exercises, simulation

<b>Time management</b>	
Hours measured	1h= 60 min
In-class study hours	40
Out-of-class study hours	110

<b>Academic calendar</b>	
Class begins	March 2022
Class ends	May 2022

<b>Syllabus</b>	
Prerequisite requirements	Basic knowledge in work and organizational psychology; basic knowledge of the organizational structure and of the individual and group dynamics within the company context.
Expected learning outcomes	<p>Knowledge and understanding: Students must be able to establish connections between different areas of disciplinary knowledge acquired in the course of studies; they will have to develop a critical reading of the organizational process;</p> <p>Applying knowledge and understanding: Students must be able to apply the knowledge acquired through the use of qualitative and quantitative methodologies in order to plan organizational interventions aimed at improving the effectiveness and efficiency of the company and increasing the organizational well-being;</p> <p>Making informed judgements and choices: Students must be able to develop an independent and critical judgment in the assessment of individual and group situations and decision-making contexts.</p> <p>Communicating knowledge and understanding Capacities to continue learning: At the end of the course the students must have developed a meta-competence that allows them to learn how to learn effectively not only from the formal contexts of training but also and above all from non-formal and informal ones.</p>
Contents	<ul style="list-style-type: none"> <li>- Strategic management of human resources</li> <li>- Work analysis</li> </ul>

	<ul style="list-style-type: none"> <li>- Recruitment and selection: methods and tools</li> <li>- Evaluation of positions, performance and potential</li> <li>- Staff development</li> </ul>
Course program	
Bibliography	<ul style="list-style-type: none"> <li>• Noe A.N., Hollenbeck J.R., Gehart B., Wright P.M. (2010). Gestione delle risorse umane (seconda edizione). Apogeo (capitoli 2-7-8)</li> <li>• Cortese C., De Carlo A. (2017). La selezione del personale. Come scegliere il candidato migliore ai tempi del web. Raffaello Cortina Editore</li> </ul>
Notes	
Teaching methods	Lectures, exercises, role playing, simulations
Assessment methods	Oral exam, group tests in itinere
Further information	