

Degree course: Psychology (Work and Organizational Psychology)

General information	
Academic subject	HR Recruitment and Management
Degree course	Psychology (Work and Organizational Psychology)
Academic Year	I
European Credit Transfer and Accumulation System (ECTS)	6 CFU
Language	Italian
Academic calendar (starting and ending date)	II semester (March 2023-May 2023)
Attendance	Recommended

Professor/ Lecturer	
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Telephone	
Department and address	Stanza 203 – Palazzo Chiaia-Napolitano Via Crisanzio, 42 Bari
Virtual headquarters	Teams
Tutoring (time and day)	Thursday 10-12 (To be agreed with the teacher)

Syllabus	
Learning Objectives	The course aims to examine in depth the models and functions of human resource management in the framework of organizational management; to illustrate the process of human resources recruitment and selection with particular reference to the tools for planning, recruitment and assessment of human resources; to facilitate the acquisition of specific skills in the construction of functional organizational analysis tools, effective human resources management and in particular the procurement of resources in the organization
Course prerequisites	Basic knowledge in the field of work and organizational psychology; basic knowledge of the organizational structure and individual and group dynamics within company contexts
Contents	<ul style="list-style-type: none"> - Strategic management of human resources - Work and job analysis - Recruitment and selection: methods and tools - Evaluation of positions, performance and potential - Human resources development
Books and bibliography	Noe A.N., Hollenbeck J.R., Gehart B., Wright P.M. (2010). Gestione delle risorse umane (seconda edizione). Apogeo (capitoli 2-7-8) Cortese C., De Carlo A. (2017). La selezione del personale. Come scegliere il candidato migliore ai tempi del web. Raffaello Cortina Editore De Pisapia N., Vignoli M. (2021). Smart working mind. Strategie e opportunità del lavoro agile
Additional materials	Any additional handouts made available by the teacher

Work schedule			
Total	Lectures	Hands on (Laboratory, working groups, seminars, field trips)	Out-of-class study hours/ Self-study hours
150	30	10	110
CFU/ETCS			

6	4	2	
ECTS			
Teaching strategy		Lecture, exercises, simulation	
Expected learning outcomes			
Knowledge and understanding on:		<ul style="list-style-type: none"> ○ Students must be able to establish connections between different areas of disciplinary knowledge acquired in the course of study carried out so far in order to develop a critical reading of the complexity of organizational processes 	
Applying knowledge and understanding on:		<ul style="list-style-type: none"> ○ Students must be able to apply the knowledge acquired through the use of qualitative and quantitative methodologies in order to design organizational interventions aimed at improving corporate effectiveness and efficiency and increasing organizational well-being. 	
Soft skills		<ul style="list-style-type: none"> • <i>Making informed judgments and choices</i> <ul style="list-style-type: none"> ○ Students should be able to develop an autonomous and critical judgment in the assessment of individual and group decision-making situations and contexts. 	

	<ul style="list-style-type: none"> • <i>Communicating knowledge and understanding</i> • Students must show that they have acquired a specialized technical and scientific language and that they can communicate complex concepts with experts and non-experts in the sector • <i>Capacities to continue learning</i> • At the end of the course, students must have developed a meta-competence that allows them to learn how to learn effectively not only from formal training contexts but also and above all from non-formal and informal ones.
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Assessment and feedback	
Methods of assessment	The evaluation of learning will be assessed through an oral test in which the degree of knowledge of the topics, the interpretative skills and the ability to use and apply the knowledge will be ascertained.
Evaluation criteria	<ul style="list-style-type: none"> • <i>Knowledge and understanding</i> • The student must have understood and internalized the main contents of the teaching • <i>Applying knowledge and understanding</i> • The student must be able to use the knowledge acquired in the analysis of real cases • <i>Autonomy of judgment</i> • The student must show critical reasoning skills on the study carried out • <i>Communicating knowledge and understanding</i> • The student must have acquired the ability to communicate, with the appropriate vocabulary, the scientific information to be communicated both to the client and to the reference scientific community • <i>Communication skills</i> • The student must have acquired the ability to communicate, with the appropriate vocabulary, the scientific information to be communicated both to the client and to the reference scientific community • <i>Capacities to continue learning</i> The student must show that they have acquired the ability to learn content even in non-formal and informal ways through an in-depth awareness of the processes
Criteria for assessment and attribution of the final mark	The final grade is awarded in thirtieths. The exam is considered passed when the vote is greater than or equal to 18
Additional information	