

General Information	
Academic subject	Human Resource Organization and Management
Degree course	Economics and Management
Curriculum	
ECTS credits	
Compulsory attendance	No
Language	Italiano

Subject teacher	Name Surname	Mail address	SSD
	Giuseppe Dammacco	Giuseppe.dammacco@uniba.it	SECS P/10

ECTS credits details	9		
Basic teaching activities			

Class schedule	
Period	II semester
Year	2019/2020
Type of class	Lecture- workshops

Time management	
Hours	60
Hours of lectures	60
Tutorials and lab	

Academic calendar	
Class begins	
Class ends	09 march 2020 31 may 2020

Syllabus	
Prerequisites/requirements	NO
Expected learning outcomes (according to Dublin Descriptors) (it is recommended that they are congruent with the learning outcomes contained in A4a, A4b, A4c tables of the SUA-CdS)	<p><i>Knowledge and understanding</i></p> <p>The course aims to provide useful knowledge for dealing with the fundamental aspects of theoretical reflection inherent to social organizations. In particular, the issue of human resources is addressed in relation to the corporate strategy</p> <p><i>Applying knowledge and understanding</i></p> <p>The course will allow students to acquire transversal skills (theoretical and practical) through the use of conceptual models and the analysis of case studies related to successful business realities.</p> <p>Students will be able to recognize and analyze social organizations, apply techniques and tools for analyzing and managing performance and developing human capital as a lever for organizational growth and value creation</p>

	<p><i>Making informed judgements and choices</i></p> <p><u>The student will be able to improve his / her capacity to judge the organization and to propose human resource management logics, identifying, through a critical evaluation, the various organizational implications.</u></p> <p><i>Communicating knowledge and understanding</i></p> <p><u>The course will allow the student to acquire a mastery of a specialized vocabulary appropriate to the reference contexts</u></p> <p><i>Capacities to continue learning</i></p> <p><u>Learning skills will be stimulated through interaction and active discussion in the classroom, as well as the presentation of individual works carried out by students in order to verify the effective understanding of the topics covered.</u></p> <p><u>Particularly useful for learning purposes will be the moments of confrontation with the managers of human resources of companies, with coaches and company trainers so as to also develop the application skills related to the processes of personnel management:</u></p> <ul style="list-style-type: none"> - <u>personnel planning and acquisition (research, selection and insertion);</u> - <u>personnel management and development (training, assessment, career paths, remuneration policies ..</u>
<p>Contents</p>	<p><u>Deepening of the most significant factors influencing people's behavior in organizations and determining to increase the skills and abilities related to:</u></p> <ul style="list-style-type: none"> - <u>management of individual and group motivation within corporate organizations;</u> - <u>evaluation and exploitation of human resources,</u> •- <u>management of remuneration policies and incentive systems</u>
<p>Course program</p>	<p><u>Human Resource Management</u></p> <p><u>Strategy and human resources: participation and empowerment, management of differences</u></p> <p><u>Staff budget and salary system</u></p> <p><u>The analysis and evaluation of the R.U. Remuneration policies</u></p> <p><u>Evaluate positions, people and performance, Developing human capital: training and training processes</u></p> <p><u>Labor organization policies</u></p> <p><u>Labor relations and the industrial relations system</u></p>

Bibliography	<u>Patrick M. Wright, Barry Gerhart, John R. Hollenbeck, Raymond A. Noe, Gestione delle risorse umane, Editore Apogeo, 2012</u>
Notes	
Teaching methods	<u>Lectures, exercises, seminars, study visits</u>
Assessment methods (indicate at least the type written, oral, other)	<u>Written test</u>
Evaluation criteria (Explain for each expected learning outcome what a student has to know, or is able to do, and how many levels of achievement there are.	<u>Students will take the exam through a written test at the end of the course, in the sessions scheduled in the official calendar, aimed at assessing the understanding, mastery and ability to deal with the topics addressed during the lessons.</u>
Further information	