



# UNIVERSITÀ DEGLI STUDI DI PALERMO

DEPARTMENT	Culture e società
ACADEMIC YEAR	2020/2021
MASTER'S DEGREE (MSC)	PUBLIC, CORPORATE AND ADVERTISING COMMUNICATION
SUBJECT	HUMAN RESOURCES ORGANISATION AND MANAGEMENT
TYPE OF EDUCATIONAL ACTIVITY	B
AMBIT	50503-Discipline della comunicazione pubblica e d'impresa
CODE	05418
SCIENTIFIC SECTOR(S)	SECS-P/10
HEAD PROFESSOR(S)	INGRASSIA RAIMONDO Professore Ordinario Univ. di PALERMO
OTHER PROFESSOR(S)	
CREDITS	9
INDIVIDUAL STUDY (Hrs)	165
COURSE ACTIVITY (Hrs)	60
PROPAEDEUTICAL SUBJECTS	
MUTUALIZATION	
YEAR	2
TERM (SEMESTER)	1° semester
ATTENDANCE	Not mandatory
EVALUATION	Out of 30
TEACHER OFFICE HOURS	<b>INGRASSIA RAIMONDO</b> Thursday 13:30 15:00 Dipartimento di Scienze Economiche, Aziendali e Statistiche (DSEAS) - Viale delle Scienze - Edificio 13 - 4° Piano - Ufficio n. 17 (entrando al piano a SX) - Ricevimento IN PRESENZA (valido solo per Giovedì 30 maggio).

**DOCENTE:** Prof. RAIMONDO INGRASSIA

<b>PREREQUISITES</b>	Basic Knowledge of Organization Theory
<b>LEARNING OUTCOMES</b>	Knowledge and ability to understand Acquisition of knowledge related to the most important phenomena related to work organization, the theories and techniques of personnel management in public and private organizations. Capacity to apply knowledge and understanding Capacity to analyze case studies and problem-solving on issues of work organization, and the theories and techniques of personnel management in public and private organizations Making Judgments Ability to evaluate and knowledge the contemporary dynamics of work organization, even in the workplace-specific, and the theories and techniques of public personnel management and private. Ability to communication Ability to use the specific language of their discipline and to convey themes and content to a relatively well-informed public and/or during job interviews. Learning Capacity Capacity to self-learning, also by consulting their own scientific publications of Organizational Studies, Organizational Behavior and Human Resources Management. Capacity to tackle higher education as a university Master's Degree, specialized seminars, graduate and postgraduate courses in the subject matter of this teaching.
<b>ASSESSMENT METHODS</b>	Oral Exam. The assessment is carried out of thirty. Rejected: Not sufficient 18: Just sufficient 19-21: Fully sufficient / More than sufficient 22-24: Fairly good 25-27: Good 28-29: Very good 30: Excellent 30 e lode: Excellent cum laude.
<b>EDUCATIONAL OBJECTIVES</b>	The course aims to provide the basic tools to understand the principles, logic, problems, theories and techniques of work organization and personnel management in public and private organizations. The course is the natural extension of Organization Studies carried out by students of the degree course in Business Administration (L-18), but it's also open to students from other degree courses who have acquired the knowledge anticipated on the basis of Organization Theory or field of business and economics study.
<b>TEACHING METHODS</b>	Lessons
<b>SUGGESTED BIBLIOGRAPHY</b>	COSTA G., GIANECCHINI M (2019) Risorse umane. Persone, Relazioni e Valore. McGraw-Hill, Milano.  INGRASSIA R.(2021). Persone, organizzazioni e intermediari alla ricerca del lavoro. Aracne. Roma,  Interventi e testimonianze in aula di operatori e professionisti del settore delle risorse umane.

## SYLLABUS

Hrs	Frontal teaching
5	Introduction - Organizational strategies and personnel management models (Ch. 1) (Costa/Gianecchini)
5	People, motivations and skills (Ch. 2) (Costa/Gianecchini)
5	Theory of psychological contract and organizational commitment (Ch. 8) (Costa/Gianecchini)
4	Planning of human resources and staffing (Ch. 4) (Costa/Gianecchini)
4	People, organizations and intermediaries looking for work (Ch. 1) (Ingrassia R.): The research of human resources in the contemporary socio-economic context
4	People, organizations and intermediaries looking for work (Ch. 1) (Ingrassia R.): The research of human resources from the organization-side
4	People, organizations and intermediaries looking for work (Ch. 1) (Ingrassia R.): The research of human resources from the intermediaries-side
4	People, organizations and intermediaries looking for work (Ch. 4) (Ingrassia R.): The research of human resources from the person-side
4	Selection (section 6.4) (Costa/Gianecchini)
4	Training (ch. 9) (Costa/Gianecchini)
4	Job Design - Outsourcing - Working Time (Ch. 10) (Costa/Gianecchini)
4	Human Resources Evaluation (Ch. 12 and section 11.1) (Costa/Gianecchini)
5	Compensation ((Ch.13) (Costa/Gianecchini)
4	Industrial Relations (Ch. 7 e sec. 14.2) (Costa/Gianecchini)