



UNIVERSITÀ DEGLI STUDI DI PALERMO

DEPARTMENT	Scienze Psicologiche, Pedagogiche, dell'Esercizio Fisico e della Formazione		
ACADEMIC YEAR	2022/2023		
MASTER'S DEGREE (MSC)	SOCIAL, OCCUPATIONAL AND ORGANISATION PSYCHOLOGY		
SUBJECT	MODELS AND TECHNIQUES FOR HUMAN RESOURCES ASSESSMENT AND DEVELOPMENT		
TYPE OF EDUCATIONAL ACTIVITY	C		
AMBIT	20969-Attività formative affini o integrative		
CODE	17939		
SCIENTIFIC SECTOR(S)	M-PSI/06		
HEAD PROFESSOR(S)	PACE FRANCESCO	Professore Associato	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	<p>PACE FRANCESCO</p> <p>Thursday 12:00 14:00 Il ricevimento si terrà presso il Dipartimento SEAS (Economia, Ed. 13). Sarà possibile svolgerlo attraverso la piattaforma telematica "Teams" (tale richiesta va precisata all'atto della prenotazione). A tutti i prenotati (in presenza o a distanza) sarà comunicato per mail, il giorno precedente, l'orario in cui saranno ricevuti. Sarà strettamente seguito l'ordine di prenotazione.</p>		

DOCENTE: Prof. FRANCESCO PACE

PREREQUISITES	Nessuno
LEARNING OUTCOMES	<p>Knowledges Knowledge of the main theoretical models that underlie the methods of HR management and development, and understanding the psychological phenomena connected</p> <p>Skills Ability to apply strategic methods in HR management and development processes (e.g. recruitment, selection, insertion, performance management, training).</p> <p>Abilities Ability to think critically about the application of models with respect to the context of application, the needs of the individual and the organization; acquisition and use of scientific language related to the topics covered; development of useful learning skills to facilitate self-updating independently</p>
ASSESSMENT METHODS	<p>The assessment of the learning will be with an oral exam. The oral exam which will consist of an interview, which will include the discussion of the exercises carried out during the course, and that is to ascertain the possession of skills and subject knowledge provided by the course. The candidate will have to answer at least two/three questions posed orally, on all parties covered by the program, with reference to the recommended texts. Final assessment aims to evaluate whether the student has knowledge and understanding of the topics, has acquired the capacity to interpret and independent judgment of concrete cases. The pass mark will be reached when the student shows knowledge and understanding of the subjects at least in general terms, and has minimal application knowledge regarding the presentation of case studies; he/she will also have presentation and argumentative skills as to allow the transmission of his/her knowledge to the examiner. Below this threshold, the examination will be insufficient. The more, however, the student will be able to find own connections between the topics of the course and be able to go into detail on the subject of discipline, the more the assessment is positive.</p>
EDUCATIONAL OBJECTIVES	The course target is providing a complete picture of the factors, dynamics and criticalities that influence people management in organizations, in order to identify the most useful strategies to ensure the best balance between people existential needs and the objectives of the organizations they work for.
TEACHING METHODS	Lectures and practical exercises
SUGGESTED BIBLIOGRAPHY	<p>Gary Dessler, (2013). Fundamentals of Human Resource Management. Pearson. ISBN 9781292023700</p> <p>Una selezione di articoli scientifici sarà inoltre fornita agli allievi. A selection of scientific papers will also provided.</p>

SYLLABUS

Hrs	Frontal teaching
4	Origins and theoretical evolution in the field of Human Resource Management
4	The strategic approach to human resources
4	Job Analysis and Talent Management
6	Career counseling and guidance
3	Human Resource Planning and Recruiting
4	Employees Selection
4	Developing Employees
4	Performance Management
3	Retention, Engagement and Careers Management
3	Compensation Plans
4	Ethics and relations in organizations
Hrs	Practice
4	Job Analysis
4	Recruiting techniques
4	Human resources potential development
3	Performance Management
2	Career guidance