



# UNIVERSITÀ DEGLI STUDI DI PALERMO

<b>DEPARTMENT</b>	Scienze Economiche, Aziendali e Statistiche		
<b>ACADEMIC YEAR</b>	2023/2024		
<b>BACHELOR'S DEGREE (BSC)</b>	ECONOMICS AND BUSINESS ADMINISTRATION		
<b>INTEGRATED COURSE</b>	BUSINESS ORGANISATION AND ORGANISATIOBAL BEHAVIOUR - INTEGRATED COURSE		
<b>CODE</b>	21131		
<b>MODULES</b>	Yes		
<b>NUMBER OF MODULES</b>	2		
<b>SCIENTIFIC SECTOR(S)</b>	SECS-P/10, M-PSI/06		
<b>HEAD PROFESSOR(S)</b>	PACE FRANCESCO	Professore Associato	Univ. di PALERMO
<b>OTHER PROFESSOR(S)</b>	VESPERI WALTER	Ricercatore a tempo determinato	Univ. di PALERMO
	PACE FRANCESCO	Professore Associato	Univ. di PALERMO
<b>CREDITS</b>	9		
<b>PROPAEDEUTICAL SUBJECTS</b>			
<b>MUTUALIZATION</b>			
<b>YEAR</b>	3		
<b>TERM (SEMESTER)</b>	1° semester		
<b>ATTENDANCE</b>	Not mandatory		
<b>EVALUATION</b>	Out of 30		
<b>TEACHER OFFICE HOURS</b>	<p><b>PACE FRANCESCO</b> Thursday 12:00 14:00 Il ricevimento si terra presso il Dipartimento SEAS (Economia, Ed. 13). Sara possibile svolgerlo attraverso la piattaforma telematica "Teams" (tale richiesta va precisata all'atto della prenotazione). A tutti i prenotati (in presenza o a distanza) sara comunicato per mail, il giorno precedente, l'orario in cui saranno ricevuti. Sara strettamente seguito l'ordine di prenotazione.</p> <p><b>VESPERI WALTER</b> Wednesday 14:45 15:30 Tramite piattaforma Microsoft TEAMS o in presenza da concordare preventivamente tramite email</p>		

DOCENTE: Prof. FRANCESCO PACE

<b>PREREQUISITES</b>	Basic Knowledge of Business Administration
<b>LEARNING OUTCOMES</b>	The teaching goal is to provide the basic tools for understanding the operational problems of public and private organizations, the environment of organizations, inter-organizational relationships, the criteria of specialization and the coordination of the individual and collective work activity, the basic organizational structures, the impact of the information and communication technologies as well as the size, the life cycle of organizations, the managerial decision-making and the strategic human resources management.
<b>ASSESSMENT METHODS</b>	The assessment of the learning will be with an oral exam. The oral exam will consist of an interview 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, to all parties covered by the program, concerning the recommended texts. The final assessment aims to evaluate whether the student has knowledge and understanding of the topics, and 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 (18-20) and has minimal application knowledge regarding the presentation of case studies (21-24); the final mark will increase if he/she will also have argumentative skills to allow the transmission of his/her knowledge to the examiner (25-27). The more, however, the student will be able to find connections between the course topics and go into detail on the subject of discipline, the more positive the assessment is (28 to 30 e lode).
<b>TEACHING METHODS</b>	Lectures, case study

**MODULE  
MODULE II**

*Prof. FRANCESCO PACE*

**SUGGESTED BIBLIOGRAPHY**

Noe, Hollenbeck, Gerhart, Wright (2015). Gestione delle risorse umane. Seconda edizione. Apogeo editore

<b>AMBIT</b>	10675-Attività formative affini o integrative
<b>INDIVIDUAL STUDY (Hrs)</b>	51
<b>COURSE ACTIVITY (Hrs)</b>	24

**EDUCATIONAL OBJECTIVES OF THE MODULE**

The course objective is to provide a complete picture of the factors, the dynamics and contingent critical issues that affect the management of people in complex organizations. The aim to understanding these aspects is providing a conceptual framework capable of enabling to identify different strategies to create an appropriate balance between the existential needs of people and operating goals and objectives of the labor organizations. Will be provided skills to understanding psychological phenomena that govern the behavior of individuals in work contexts, paying especially attention to the motivation issues; will be also studied scientifically rooted practices that regulate aspects of the recruitment and personnel selection, development of skills in organizations, performance management, organizational and evaluation systems of the individual person (position, performance, skills, potential), and the attention to safety and health through the achievement of an adequate organizational climate.

**SYLLABUS**

<b>Hrs</b>	<b>Frontal teaching</b>
3	Foundations and Frameworks in Human Resources Management
2	Strategic Human Resources Management
4	Factors affecting employee behaviour: Motivation, commitment, engagement
3	Recruitment an personnel selection
4	Training in organizations
4	Performance and potential assessment
4	Employee well-being, health and safety

**MODULE  
MODULE I**

*Prof. WALTER VESPERI*

**SUGGESTED BIBLIOGRAPHY**

Testo di riferimento

Daft R., L. (2021). Organizzazione aziendale. Apogeo Education. Milano 7a edizione (o edizioni precedenti e successive in lingua italiana).

+ Materiale di approfondimento a cura del Docente

Testo di approfondimento

De castri M. (2016). Progettare le organizzazioni. Le teorie e i modelli per decidere. Guerini Next.

I testi e il programma d'esame sono gli stessi per studenti frequentanti e non frequentanti.

The texts for the final exam are the same for both attending and non-attending students

Gli studenti Erasmus che dovranno mettersi in contatto via mail con il docente per informazioni sul corso e i testi di esame.

Erasmus students are kindly requested to contact the professor for further information on course contents and readings

<b>AMBIT</b>	10675-Attività formative affini o integrative
<b>INDIVIDUAL STUDY (Hrs)</b>	102
<b>COURSE ACTIVITY (Hrs)</b>	48

**EDUCATIONAL OBJECTIVES OF THE MODULE**

The objective of this course consists in the acquisition by the student of the main cognitive and applicative tools, necessary for the understanding of the logics and the functioning problems of public and private organizations. At the end of the course, the student will be able to analyze the main organizational variables: environment, technology, people, performance control system and all the interdependent elements with respect to the achievement of company objectives

**SYLLABUS**

<b>Hrs</b>	<b>Frontal teaching</b>
2	Introduction and Principles of Management
4	Organizational Effectiveness: Concepts and Measurements (Chapter 2)
4	Environment and organization
5	Interorganizational Relationship
8	Organizational Structures
4	Organization and international environment
5	Organizational characteristics of the industrial and service company
5	Organizational design and technologies
4	Knowledge management. Technologies and communication
3	Organization life cycle
4	Decision making Process