



# UNIVERSITÀ DEGLI STUDI DI PALERMO

<b>DEPARTMENT</b>	Ingegneria
<b>ACADEMIC YEAR</b>	2023/2024
<b>MASTER'S DEGREE (MSC)</b>	MANAGEMENT ENGINEERING
<b>SUBJECT</b>	HR AND CHANGE MANAGEMENT
<b>TYPE OF EDUCATIONAL ACTIVITY</b>	C
<b>AMBIT</b>	20929-Attività formative affini o integrative
<b>CODE</b>	22198
<b>SCIENTIFIC SECTOR(S)</b>	M-PSI/06
<b>HEAD PROFESSOR(S)</b>	PACE FRANCESCO      Professore Associato      Univ. di PALERMO
<b>OTHER PROFESSOR(S)</b>	
<b>CREDITS</b>	6
<b>INDIVIDUAL STUDY (Hrs)</b>	96
<b>COURSE ACTIVITY (Hrs)</b>	54
<b>PROPAEDEUTICAL SUBJECTS</b>	
<b>MUTUALIZATION</b>	
<b>YEAR</b>	2
<b>TERM (SEMESTER)</b>	2° semester
<b>ATTENDANCE</b>	Not mandatory
<b>EVALUATION</b>	Out of 30
<b>TEACHER OFFICE HOURS</b>	<b>PACE FRANCESCO</b> 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.

DOCENTE: Prof. FRANCESCO PACE

<b>PREREQUISITES</b>	Knowledges of business functions and processes
<b>LEARNING OUTCOMES</b>	<p>Knowledge and understanding Knowledge of the main theoretical models connected to the methods of human resources management and development. Understanding of the psychological phenomena involved in the relationship between people and work organizations, with particular attention to the attitudes and strategies connected to the phases of organizational change..</p> <p>Applying knowledge and understanding Ability to understand the phenomena related to the relationship between the individual and organizational needs. Ability to apply strategic management methods in the human resources management main fields, such as areas as recruitment, selection, placement, training and development, performance management, with particular attention, for each of these aspects, to the management of change and the ability to deal with resistance to change.</p> <p>Making judgements Ability to read scientific papers on issues relating to the human resources management and development. Adaptability of knowledge to different working contexts.</p> <p>Communication Comprehension of the psychological aspect in the human communication. Acquisition and use of the relevant scientific and professional language of the field.</p> <p>Lifelong learning skills Development of learning skills useful to promote self-update independently.</p>
<b>ASSESSMENT METHODS</b>	<p>There are two separate assessments, each expressed in thirtieth. The final grade is the weighted average of these evaluations:</p> <p>1) Group Project. A task will be assigned to small groups of students, during the course (or individually in case of students who do not attend classes). The exam will evaluate the students' ability to imagine and make concrete interventions on the topics covered. The evaluation will take into account the clarity of the goals, the choice of tools and the attention to possible obstacles to achieving the expected results.</p> <p>2) Oral examination. The oral examination 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. More 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, more the assessment will be positive.</p>
<b>EDUCATIONAL OBJECTIVES</b>	<p>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. The cross-sectional goal of the course is to provide tools and procedures that allow the student to understand and manage every phase of change in the work organization, based on the consideration that rapid technological transformations require adequate tuning in terms of staff skills.</p>
<b>TEACHING METHODS</b>	Lectures and project teams' activities
<b>SUGGESTED BIBLIOGRAPHY</b>	<p>Gary Dessler, (2013). Fundamentals of Human Resource Management. Pearson. ISBN 9781292023700 Lecture notes and scientific articles relating to change management</p>

## SYLLABUS

<b>Hrs</b>	<b>Frontal teaching</b>
3	Foundations and Frameworks in Human Resources Management
3	The practice of human resource management
4	Strategic Human Resources Management
4	Factors affecting employee behaviour: Motivation, commitment, engagement

  

<b>Hrs</b>	<b>Practice</b>
6	Recruitment and personnel selection
6	Training in organizations
10	Performance and potential assessment
4	Assessment and improvement of organizational climate
8	Employee well-being, health and safety
6	Strategic HRM skills