



# UNIVERSITÀ DEGLI STUDI DI PALERMO

<b>DEPARTMENT</b>	Scienze Economiche, Aziendali e Statistiche
<b>ACADEMIC YEAR</b>	2016/2017
<b>MASTER'S DEGREE (MSC)</b>	BUSINESS ECONOMIC SCIENCES
<b>SUBJECT</b>	HUMAN RESOURCES ORGANISATION AND MANAGEMENT
<b>TYPE OF EDUCATIONAL ACTIVITY</b>	B
<b>AMBIT</b>	50583-Aziendale
<b>CODE</b>	05418
<b>SCIENTIFIC SECTOR(S)</b>	SECS-P/10
<b>HEAD PROFESSOR(S)</b>	INGRASSIA RAIMONDO Professore Ordinario Univ. di PALERMO
<b>OTHER PROFESSOR(S)</b>	
<b>CREDITS</b>	8
<b>INDIVIDUAL STUDY (Hrs)</b>	152
<b>COURSE ACTIVITY (Hrs)</b>	48
<b>PROPAEDEUTICAL SUBJECTS</b>	
<b>MUTUALIZATION</b>	
<b>YEAR</b>	2
<b>TERM (SEMESTER)</b>	1° semester
<b>ATTENDANCE</b>	Not mandatory
<b>EVALUATION</b>	Out of 30
<b>TEACHER OFFICE HOURS</b>	<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>	<p>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.</p> <p>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</p> <p>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.</p> <p>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.</p> <p>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.</p>
<b>ASSESSMENT METHODS</b>	<p>Oral test - Oral test consists of an interview in order to check that you have disciplinary knowledge provided by the course. The evaluation is expressed in thirtieths.</p> <p>The result of the test will be considered: EXCELLENT (30-30 cum laude) if the student will show excellent knowledge of the topics, excellent property of language, good analytical capacity, and the ability to apply the knowledge to solve the problems submitted; VERY GOOD (26-29) if the student shows good mastery of the subject, full property of language and the ability to apply the knowledge to solve the problems submitted; GOOD (24-25) if the student will show to have basic knowledge of the main topics, fairly good property of language, limited ability to independently apply the knowledge for the solution of the problems submitted; MORE THAN SUFFICIENT (20-23) if the student will show not to have full mastery of the main arguments but a good understanding of the same, satisfactory property of language, lack of ability to independently apply the knowledge acquired; SUFFICIENT (18-19) where the student will show minimum basic knowledge of the main teaching and technical language issues, minimum ability to apply the knowledge acquired; INSUFFICIENT if the student does not have an acceptable knowledge of the contents of the topics covered in the teaching.</p>
<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 the teaching regulations of this University.
<b>TEACHING METHODS</b>	Lessons -Laboratory
<b>SUGGESTED BIBLIOGRAPHY</b>	Costa G., Gianecchini M. Risorse umane. Persone, Relazioni e Valore. McGraw-Hill, Milano, 2013 (e/o successive edizioni)

## SYLLABUS

Hrs	Frontal teaching
4	Organizational strategies and personnel management models (Ch. 1)
4	People, motivations and skills (Ch. 2)
4	Theory of psychological contract and organizational commitment
4	Planning of human resources and staffing (Ch. 4)
4	Recruitment (Ch. 6)
4	Training (ch. 9)
6	Job Design - Outsourcing - Working Time (Ch. 10)
6	Human Resources Evaluation (Ch. 12)

## SYLLABUS

Hrs	Frontal teaching
2	Performance Management (Ch. 11)
6	Compensation ((Ch.13)
4	Industrial Relations (Ch. 7 e sec. 14.2)