



UNIVERSITÀ DEGLI STUDI DI PALERMO

DEPARTMENT	Ingegneria
ACADEMIC YEAR	2016/2017
BACHELOR'S DEGREE (BSC)	MANAGEMENT AND COMPUTER ENGINEERING
SUBJECT	HUMAN RESOURCES TRAINING AND DEVELOPMENT
TYPE OF EDUCATIONAL ACTIVITY	C
AMBIT	10655-Attività formative affini o integrative
CODE	18157
SCIENTIFIC SECTOR(S)	M-PSI/04
HEAD PROFESSOR(S)	LO COCO ALIDA Professore a contratto in Univ. di PALERMO quiescenza
OTHER PROFESSOR(S)	
CREDITS	6
INDIVIDUAL STUDY (Hrs)	96
COURSE ACTIVITY (Hrs)	54
PROPAEDEUTICAL SUBJECTS	
MUTUALIZATION	
YEAR	2
TERM (SEMESTER)	1° semester
ATTENDANCE	Not mandatory
EVALUATION	Out of 30
TEACHER OFFICE HOURS	LO COCO ALIDA Thursday 10:00 12:00 Dipartimento di Scienze Psicologiche Pedagogiche dell'Esercizio Fisico e della Formazione - Ed. 15 - Viale delle Scienze , quarto piano

DOCENTE: Prof.ssa ALIDA LO COCO

PREREQUISITES	No prerequisites are required to the student
LEARNING OUTCOMES	<p>Knowledge and understanding Knowledge of the principal theoretical models that underline formative actions and empowerment of human resources in different fields. Understanding of psychological phenomena involved in the formation processes from an emotional, cognitive behavioral perspective.</p> <p>Applying knowledge and understanding Capacity to understand phenomena linked to formative actions and to empowerment of human resources; correct employ of intervention techniques (focus group, techniques of social animation).</p> <p>Making judgements Ability to work independently, with a critical and aware approach, demonstrating to know to take operational decisions in relation to the needs and problems encountered in different situations.</p> <p>Ability to communicate Acquisition of skills' description and synthesis and use of an appropriate psychological lexicon.</p> <p>Lifelong learning skills Development of skills to promote an autonomous learning.</p>
ASSESSMENT METHODS	<p>The learning assessment will consist in the form of an interview, in order to ascertain the mastery 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. The interview's aim is to evaluate whether the student has knowledge and understanding of the topics as well as he/she has acquired interpretative competence, technical language and independence of judgment in concrete cases.</p> <p>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 concrete cases. Below this threshold, the examination will be insufficient. Grades are expressed in thirtieths.</p>
EDUCATIONAL OBJECTIVES	The course's aim is to provide an overview of the most relevant theories of formative interventions and empowerment of human resources and of their relevance in those contexts in which individual increase psychological and social capital; to explain how to apply theoretical models in different fields and how to use instruments and evaluation tools; to show how to choose intervention programs according to contexts and its characteristics.
TEACHING METHODS	<p>Lessons accompanied by slides downloadable from the site.</p> <p>Practical training, proposed by the teacher, aimed at applying modality of formation in different contexts.</p> <p>The frequency to the practical training is recommended.</p>
SUGGESTED BIBLIOGRAPHY	Odoardi C. (a cura di, 2012). Valori e innovazione: mobilitare le risorse umane nelle organizzazioni. Milano: Edizione Apogeo.

SYLLABUS

Hrs	Frontal teaching
8	The formative process: theoretical and methodological aspects
8	Psychological aspects of organizational development; formative strategies to activate innovation and change
8	Methodological aspects of professional and formative planning competence
8	Adult's learning models
8	Principal formative and developmental methods of human resources
8	Formative methods for the development of professional behaviors
Hrs	Practice
6	Soft and life skills