**- Pedagogy of Organisation and Human Resources Development**

## Prof. Alessandra Vischi

***COURSE AIMS AND INTENDED LEARNING OUTCOME***

***Course aims***

The course aims to offer fundamental elements of business pedagogy as a field of pedagogical knowledge that focuses on responsible and sustainable organisation, with particular reference to integral human development; present the 2030 Agenda for sustainability as an emblematic direction for organisational design; offer opportunities to reflect on the development of human resources from a pedagogical perspective; stimulate - through encounters with local realities - the critical and planning approach for the management of human resources in different types of organisational realities.

***Intended learning outcomes***

With regard to the intended learning outcomes, at the end of the course, students must be able to: know and understand some essential elements of business pedagogy; know the dimensions and tools to critically reflect on the development of human resources in the organisational context; being able to identify the role of the pedagogical designer in organisations and with reference to the development of the territory and the enhancement of the social fabric through educational partnerships.

***COURSE CONTENTS***

The course programme is structured as follows:

1. Business pedagogy, human resource development, towards the fourth sector
2. 2030 Agenda, integral ecology, organisational innovation
3. HR development, scale and tools
4. Work, training for integral human development, social responsibility
5. Partnership, planning and educational impact on the territory.

### **reaDING LIST**

* A. Vischi, *Pedagogia dell’impresa, lavoro educativo, formazione*, Pensa MultiMedia, Lecce-Brescia, 2019.
* A. Vischi (edited by), *Sviluppo delle risorse umane, innovazione organizzativa*, Pensa MultiMedia, Lecce-Brescia, 2022.
* A. Vischi (edited by), *Im-patto sul territorio. Lavoro, giovani, ecologia integrale*, Pensa MultiMedia, Lecce-Brescia, 2021 (reading of the second part).

I seguenti articoli:

* V. Boffo, M.L. Iavarone, S. Nosari, A. Nuzzaci, *Il modello europeo LifeComp tra Embedded Learning e Adult Education*, Form@re, 2023, in <https://oaj.fupress.net/index.php/formare/article/view/14245>
* D. Dato, *Nuove adultità nei contesti organizzativi tra benessere e qualità della vita professionale,* Pedagogia Oggi, 2019, in <https://ojs.pensamultimedia.it/index.php/siped/article/view/3660/3378>
* A. Molinari, M. Cacciapaglia, R. Indellicato, P. Galeri, S. Sandrini, V. Massimo Marcone., *Ripensare ecosistemi educativi e formativi capacitanti nella prospettiva del principio di reciprocità,* Formazione & Insegnamento*,* 2022, in <https://ojs.pensamultimedia.it/index.php/siref/article/view/5662>

One textbook of your choice among the following:

* P. Malavasi (edited by), *Un patto educativo per l’ecologia integrale. Il villaggio per la terra*, Pensa MultiMedia, Lecce-Brescia, 2019.
* M. Parricchi, *Vivere il mondo. Sentieri di educazione alla cittadinanza, dalla partecipazione all’educazione economica*, Franco Angeli, Milano, 2019.
* O. Vacchelli, *Pensare globale, agire locale. Educazione, luoghi, sostenibilità,* Pensa MultiMedia, Lecce-Brescia, 2021
* A. Bobbio, *Pedagogia del viaggio e del turismo. Natura e cultura del ben-essere,* Morcelliana, Brescia, 2021.

***TEACHING METHOD***

The teaching method includes lectures, exercices, seminars, testimonials from qualified professionals. The teaching material used in class is available on the Blackboard platform.

***ASSESSMENT METHOD AND CRITERIA***

***Assessment method***

Through an oral exam, students will have to demonstrate knowledge of key concepts of business pedagogy, with reference to the development of human resources in organisations.

***Assessment criteria***

The oral exam aims to verify:

* the knowledge acquired regarding the topics covered by the course,
* the ability to make conceptual connections,
* the ability to reflect and be able to critically rework the contents learnt,
* the ability to master concepts and categories specific to the pedagogical debate on business and the development of human resources,
* the adequate use of pedagogical language,
* argumentation skills and presentation effectiveness

***NOTES AND PREREQUISITES***

**Notes**

Course attendance, although not mandatory, is recommended.

The teaching material produced during the course and any material useful for the exam preparation will be made available on the Blackboard platform.

**Prerequisites**

There are no specific content-related prerequisites.

Further information can be found on the lecturer's webpage at http://docenti.unicatt.it/web/searchByName.do?language=ENG or on the Faculty notice board.