# Labour and Enterprise in the Knowledge-Based Society

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***COURSE AIMS AND INTENDED LEARNING OUTCOMES***

The course aims to:

* Introduce the key elements to understand the logics at the basis of the management and development of people in companies.
* Analyse the management and development of people in companies through an economic approach, using the key concepts of microeconomics.

At the end of the course, students will be able to:

1. Develop the HR management skills and tools they need at every stage of business activities. Compare efficiency targets, strategic objectives, and the need to motivate, reward, and provide security to the employees of a company (knowledge and understanding).
2. Use their new skills in real working environments and in situations that require an accurate interpretation of the phenomena and the contexts inside and outside the company, the understanding of people and their technical and relational skills, and application of specific processes and tools to meet company needs. This will be possible thanks to the analysis of case studies and the meeting with experts (ability to apply knowledge and understanding).
3. Identify the best methodologies and processes to be implemented in different organisational schemes and models, in order to face any complexities that may arise from them (independent judgment).
4. Interpret and explain theories, models, and business processes in important and structured companies (communication skills).
5. Develop fundamental skills, like flexibility, teamwork, relational skills, complexity management, and acquire relevant economic and business information (learning skills).

***COURSE CONTENT***

The course is divided into two modules: the first one will introduce the processes, theories, methods, and practices involved in HR management, development, and retention; the second one, instead, will focus on labour-related economic policies.

*Module 1*

1. Human resources. The concept of value and business choices (business strategies and HR policies, the cycle of HR value, people, motivations, and skills).
2. Managing and developing human resources (employee life cycle, logics, and tools).
3. Attraction and recruitment of people (how to put the right people in the right place).
4. Human resource assessment processes.
5. Total Rewards.
6. Development, training, and career systems.

*Module 2*

1. Personnel economics in the labour market.
2. The trade-off in recruitment processes.
3. The optimal allocation of heterogeneous workers.
4. The conflict between working hours and number of employees.
5. Temporary and permanent jobs.
6. Wages and incentives (optimal wages).
7. Performance-related pays with wage restraints.
8. Relative performance and efficiency wage.

***READING LIST***

In order to prepare for the final exam, attending students will have to study the teaching material presented in class and made available on Blackboard (including case studies, interviews to experts, and seminars).

In addition, students will have the possibility to study the following textbooks:

R.A. Noe-P.M.Wright-J.R. Hollenbeck- B, Gerhart, Gestione delle Risorse Umane, Apogeo. Milan, 2013, second edition (chapters 1,2,5,6,7,8,9,10,12)

P.Garibaldi , Economia delle Risorse Umane, Il Mulino Strumenti, Bologna, 2005 (chapters 1,2,3,4,6,7,8)

The final exam will be based mainly on the material discussed in class.

Non-attending students, instead, will have to study the two textbooks mentioned above.

***TEACHING METHOD***

Frontal lectures, discussion of case studies, interviews to subject matter experts, seminars, and Blackboard.

***ASSESSMENT METHOD AND CRITERIA***

For attending students, the final assessment will consist in two written exams (an interim test, followed by a final exam) based on the knowledge of the main models and theories explained in class for the analysis of case studies, interviews to experts, and further teaching material discussed during the lectures of the two modules. In addition, the students attending the first module will have the opportunity to take part in a group project (optional), included in the final mark.

***NOTES AND PREREQUISITES***

In case the current Covid-19 health emergency does not allow frontal teaching, remote teaching will be carried out following procedures that will be promptly notified to students.

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.