Human Resources Management

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

The course aims to present, from a psychosocial perspective, the main instruments of intervention in work organizations in relation to management and development of their human capital, with particular attention to promoting well-being. In particular, it will examine the areas of organisational and human capital development, identifying the various organisational goals that can be pursued within those areas, the methodological approaches, and tools and techniques used.

There will also be a special focus on the theme of motivation, considered as a key element in organisational performance, as well as in the enhancement of well-being.

The course is structured into modules. One module in particular will focus on a reading of organizations and tools for managing human resources from a psychological perspective. One module will be focused on the techniques and activities to search and select employees. Various interview techniques will be presented and students will gain first-hand experience for evaluating potential.

Therefore, the course objectives are:

* learn the psychological dynamics that act within a work organization and their main interpretative keys;
* learn about main instruments of intervention on the human capital of organizations, in particular professional development and selection;
* learn about main causes of organizational malaise and levers to promote health and well-being.

In terms of learning outcomes at the end of the course, based on the knowledge acquired about the psychological dynamics within a work organization as well as intervention tools, students will be able to:

* understand the needs of the organization regarding internal communication, professional development, selection and assessment processes
* work on a project basis to intervene effectively.

***COURSE CONTENT***

The module on the psychology of human resources will cover the following areas:

1. The psychology in organizational development and human resource management: the organization as a community of people at work.

2. Main areas of intervention on human capital (person’s care) in the workplace: motivation, the skills, the relationships, from a psychosocial perspective.

3. Prevention of stress and psychosocial risks and the promotion of well-being in organisations: towards organisational resilience.

The workshop module on research and selection of employees will cover the following areas:

1. Starting searching: actors, types of offered positions.
2. Definition of a job description and best matching profile.
3. Who runs the search: company employees, temping agencies, consulting agencies.
4. The search: from job ads to direct candidates hunt.
5. Managing interviews: from first contact to second stage interviews.
6. Using selection tests: main tools.
7. Final stages in the selection process: building a relationship with candidates and internal clients; introducing selected candidates to the company.
8. Activities related to the management and training of selected people.

***READING LIST***

*For the module on Organisational Psychology:*

S. Gheno (2020), *Macchine con l’anima. La cura psicologica delle organizzazioni,* Adapt University Press.

*For the workshop module on research and selection :*

C. Cortese, *A. Del Carlo, La selezione del personale. Come scegliere il candidato migliore ai tempi del web*, Raffaello Cortina Editore, 2017.

Additional study material will be indicated on the lecturer’s webpage and on Blackboard platform.

***TEACHING METHOD***

The course will be taught through lectures and workshop techniques, allowing participants to gain first-hand experience of the working tools. Students will also be asked to take part in research activities related to course content.

***ASSESSMENT METHOD AND CRITERIA***

Students will be assessed on both modules.

For the module of human resources psychology, students will be assessed through an oral exam aimed at verifying:

– their knowledge of the proposed reading list;

* their ability to demonstrate critical thinking skills on the main organizational concepts and on their applicative impact on HRM.

For the module on employee research and selection, students will be assessed through activities carried out during the workshop and through a completion oral exam or a multiple- choice test (unless changed for different needs caused by the persistence of the health emergency situation linked to the Covid-19 pandemic).

The partial tests can be carried out on different official exam dates, subject to registration in the exam session when students want to take the test (s). The final mark will be given by the average of the two partial assessments, weighted on the basis of the credits assigned to the two modules of the course (2/3 for the psychology module of human resources, 1/3 for the workshop module). A mark ‘with honours’ may be given to students with excellent assessments who have attended the course and the workshop regularly and with active participation.

***NOTES AND 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.