# Human Resources Management

## Prof. Franca Cantoni

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

The course aims to explore the main economic-business topics related to strategic choices for the management, development, and supervision of human resources within companies. In particular, it aims to provide students with the practical tools they need to work in a business context and demonstrate that they have technical, personal, and interpersonal skills. Students will be given the opportunity to discover organisational realities and case studies, so that they can be placed in the best possible conditions to learn to apply the theory to concrete organisational situations.

At the end of the course, students will be able to know and use the tools and the methods required for an integrated, strategic, and sustainable management of human resources within companies in the national and international field.

***COURSE CONTENT***

* The strategic management of human resources and workforce planning processes
  + Recruitment and selection
  + Training
  + The assessment of positions, performances, and potential
  + Career paths
  + Remuneration in the domestic and the international field.

***READING LIST[[1]](#footnote-1)***

D. Boldizzoni-L. Quarantino,  *Risorse Umane*, ed. Il Mulino 2014. *[Buy from VP](https://librerie.unicatt.it/scheda-libro/boldizzoni-daniele-quaratino-luca/risorse-umane-9788815252227-215525.html)*

I. Human Resource Management: dalla gestione alla valorizzazione delle Risorse umane; II. Strategie, organizzazione d’impresa e Risorse umane: dall’uomo variabile dipendente a fonte del vantaggio competitivo; III. La selezione: dal reclutamento all’employer branding; IV. La valutazione: dalle prestazioni alle competenze; V. Le carriere: dall’anzianità al potenziale; VI. I sistemi di ricompensa: dal salario al «total reward».; VII. La formazione: dall’aula all’e-learning.

Dowling PJ, Festing M, & Engle AD., International Human Resource Management. London: Cengage Learning, 2017 (7th Edition)

V. Sourcing Human Resources for Global Markets – Staffing, Recruitment and Selection; VI. International Performance Management; VII. International Training, Development and Careers; VIII. International Compensation

Please note that some of the questions of the final exam will be based on the success stories and the case studies discussed in class.

***TEACHING METHOD***

The course will be based on an interactive teaching method, characterised by frontal lectures, discussions on case studies, and exercises to be carried out individually or in groups. Attending students will have the opportunity to meet Human Resources Managers and listen to their success stories.

***ASSESSMENT METHOD AND CRITERIA***

The final exam will consist of 27 multiple-choice questions, having – among the three options – only one correct answer, and an open-ended question.

For each correct answer to the multiple-choice questions, students will get 1 point out of 30, while in the open-ended question they can get up to 5 points out of 30.

In particular, the assessment of the multiple-choice questions aims to evaluate the students’ ability to master the key concepts, as well as the use of a correct technical terminology and reasoning skills, while the assessment of the open-ended question (from the point of view of its completeness and accuracy, the presence of coherent arguments, the use of an appropriate terminology, and the ability to make connections) aims to test the students’ ability to apply the theory learned in class to a practical case study, or the reasoned interpretation of the success stories presented in class.

The final exam will have a duration of 60 minutes.

***NOTES AND PREREQUISITES***

Class attendance is not compulsory, but highly recommended.

Information on office hours available on the teacher's personal page at http://docenti.unicatt.it/.

1. The textbooks indicated in the reading list can be purchased at UCSC libraries or from any other reseller. [↑](#footnote-ref-1)