



UNIVERSITÀ DEGLI STUDI DI PALERMO

DEPARTMENT	Scienze Economiche, Aziendali e Statistiche
ACADEMIC YEAR	2019/2020
MASTER'S DEGREE (MSC)	BUSINESS ECONOMIC SCIENCES
SUBJECT	HUMAN RESOURCES ORGANISATION AND MANAGEMENT
TYPE OF EDUCATIONAL ACTIVITY	B
AMBIT	50583-Aziendale
CODE	05418
SCIENTIFIC SECTOR(S)	SECS-P/10
HEAD PROFESSOR(S)	INGRASSIA RAIMONDO Professore Ordinario Univ. di PALERMO
OTHER PROFESSOR(S)	
CREDITS	8
INDIVIDUAL STUDY (Hrs)	152
COURSE ACTIVITY (Hrs)	48
PROPAEDEUTICAL SUBJECTS	
MUTUALIZATION	
YEAR	2
TERM (SEMESTER)	1° semester
ATTENDANCE	Not mandatory
EVALUATION	Out of 30
TEACHER OFFICE HOURS	INGRASSIA RAIMONDO Tuesday 12:00 14:00 Dipartimento di Scienze Economiche, Aziendali e Statistiche (DSEAS) - Viale delle Scienze - Edificio 13 - 4° Piano - Ufficio n. 17 (entrando al piano a SX) - Ricevimento IN PRESENZA.

DOCENTE: Prof. RAIMONDO INGRASSIA

PREREQUISITES	Basic Knowledge of Organization Theory
LEARNING OUTCOMES	Knowledge and ability to understand Acquisition of knowledge related to the most important phenomena related to work organization, the theories and techniques of personnel management in public and private organizations. Capacity to apply knowledge and understanding Capacity to analyze case studies and problem-solving on issues of work organization, and the theories and techniques of personnel management in public and private organizations Making Judgments Ability to evaluate and knowledge the contemporary dynamics of work organization, even in the workplace-specific, and the theories and techniques of public personnel management and private. Ability to communication Ability to use the specific language of their discipline and to convey themes and content to a relatively well-informed public and/or during job interviews. Learning Capacity Capacity to self-learning, also by consulting their own scientific publications of Organizational Studies, Organizational Behavior and Human Resources Management. Capacity to tackle higher education as a university Master's Degree, specialized seminars, graduate and postgraduate courses in the subject matter of this teaching.
ASSESSMENT METHODS	Oral Exam. The assessment is carried out of thirty. Rejected: Not sufficient 18: Just sufficient 19-21: Fully sufficient / More than sufficient 22-24: Fairly good 25-27: Good 28-29: Very good 30: Excellent 30 e lode: Excellent cum laude.
EDUCATIONAL OBJECTIVES	The course aims to provide the basic tools to understand the principles, logic, problems, theories and techniques of work organization and personnel management in public and private organizations. The course is the natural extension of Organization Studies carried out by students of the degree course in Business Administration (L-18), but it's also open to students from other degree courses who have acquired the knowledge anticipated on the basis of the teaching regulations of this University.
TEACHING METHODS	Lessons
SUGGESTED BIBLIOGRAPHY	Costa G., Gianecchini M. Risorse umane. Persone, Relazioni e Valore. McGraw-Hill, Milano, 2013 (e/o successive edizioni)

SYLLABUS

Hrs	Frontal teaching
4	Organizational strategies and personnel management models (Ch. 1)
4	People, motivations and skills (Ch. 2)
4	Theory of psychological contract and organizational commitment
4	Planning of human resources and staffing (Ch. 4)
4	Recruitment (Ch. 6)
4	Training (ch. 9)
6	Job Design - Outsourcing - Working Time (Ch. 10)
6	Human Resources Evaluation (Ch. 12)
2	Performance Management (Ch. 11)
6	Compensation ((Ch.13)
4	Industrial Relations (Ch. 7 e sec. 14.2)