# Syllabus

## *Descrizione corso*

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| **Titolo insegnamento** | Gestione delle risorse umane |
| **Codice insegnamento** | 27355 |
| **Titolo aggiuntivo** | |
| **Settore Scientifico-Disciplinare** | ECON-08/A |
| **Lingua** | Tedesco |
| **Corso di Studio** | Corso di laurea in Economia e Management |
| **Altri Corsi di Studio (mutuati)** | Loaned to L-26 Food and Enogastronomy Sciences - Code: 40478 |
| **Docenti** | prof. Marjaana Gunkel, Marjaana.Gunkel@unibz.it https://www.unibz.it/en/faculties/economics-management/academic-staff/person/35342 |
| **Assistente** | |
| **Semestre** | Secondo semestre |
| **Anno/i di corso** | 3 |
| **CFU** | 6 |
| **Ore didattica frontale** | 36 |
| **Ore di laboratorio** | - |
| **Ore di studio individuale** | - |
| **Ore di ricevimento previste** | 18 |
| **Sintesi contenuti** | The course is divided into two main parts: Part 1 focuses on organisation, while Part 2 covers human resource management. In both sections, the basic theories of each area are explored and practical examples are given to illustrate these concepts. In addition, the course features a guest lecture that bridges the gap between theory and practice and provides real-life insights into the topics covered. |
| **Argomenti dell'insegnamento** | Organisations and their environment, organisational design, organisational change, personnel work in an organisational |

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| | context, personnel planning, recruitment and selection, personnel development, motivation, talent management |
| **Parole chiave** | Organisations, organisational design, personnel work, motivation, talent management |
| **Prerequisiti** | |
| **Insegnamenti propedeutici** | |
| **Modalità di insegnamento** | Lectures, exercises, case studies, presentations |
| **Obbligo di frequenza** | Not mandatory but recommended |
| **Obiettivi formativi specifici e risultati di apprendimento attesi** | ILO (Intended Learning Outcomes)<br><br>ILO 1 Knowledge and understanding<br><br>ILO 1.1 Knowledge of tools for static, dynamic and comparative analysis of data on individuals, companies and the economy<br><br>ILO 2 Ability to apply knowledge and understanding<br><br>ILO 3 Making judgements<br><br>ILO 3.1 recognise the most important problems in complex decision-making situations<br>ILO 3.2 critically analyse the facts and the situations to be dealt with |
| **Obiettivi formativi specifici e risultati di apprendimento attesi (ulteriori info.)** | The course is assigned to the basic educational activities of the student's choice and is part of the Department of Business Administration.<br><br>The course provides a general overview of the topics of organisation and human resources. The first part of the course deals with organisational topics, the second part deals with human resources. Practical relevance to both topics is established. Exercises, case studies and presentations support learning. |
| **Modalità di esame** | The examination time available is the same for attending and non-attending students.<br><br>Attending students: Written exam (multiple choice and short answer questions) (ILOs 1.1-3.2) and case study work with group |

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| | presentation (ILOs 1.1-3.2)<br><br>Non-attending students: Written exam (multiple choice and short answer questions and essay questions) (ILOs 1.1-3.2) |
| **Criteri di valutazione** | 70%: Written paper (multiple choice and possibly short answer questions)<br>30%: Work on case studies and presentations during the course.<br><br>For students who do not actively participate in the course, the final grade consists of an exam. |
| **Bibliografia obbligatoria** | Jones, G. R. & Bouncken, R. B. (2008), Organisation -Theorie, Design und Wandel, Munich: Pearson.<br><br>Bartscher, T. & Nissen, R. (2024), Personalmanagement - Grundlagen, Handlungsfelder, Praxis, Munich: Pearson. |
| **Bibliografia facoltativa** | Picot, A. et al (2020), Organisation. Theorie und Praxis aus ökonomischer Sicht, Stuttgart: Schäffer-Poeschel.<br><br>Wolff, B. & Lazear, E. P. (2001), Einführung in die Personalökonomik, Stuttgart: Schäffer-Poeschel.<br><br>Böhmer, N., Schinnenburg, H., & Steinert, C. (2012), Case Studies in Human Resource Management - Making Decisions, Developing Concepts, Building Strategies, Munich: Pearson. |
| **Altre informazioni** | |
| **Obiettivi di Sviluppo Sostenibile (SDGs)** | Buona occupazione e crescita economica, Parità di genere |