

Syllabus

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Titul dl curs	Gestione delle risorse umane
Codesc dl curs	27355
Titul suplementar	
SSD	ECON-08/A
Lingaz	Tedesco
Curs de laurea	Corso di laurea in Economia e Management
D'autri cursc de laurea (cursc deberieda)	
Dozenc	prof. Marjaana Gunkel, Marjaana.Gunkel@unibz.it https://www.unibz.it/en/faculties/economics-management/academic-staff/person/35342
Assistent didatich	
Semester	Secondo semestre
Ann/Agn de stude	3
Credic universitars	6
Ores de insegnament	36
Ores de laboratore	-
Ores de stude individual	-
Ores de riceviment prevedudes	18
Ressumè di contegnus	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.
Argomenc dl curs	Organisations and their environment, organisational design, organisational change, personnel work in an organisational

	context, personnel planning, recruitment and selection, personnel development, motivation, talent management
Paroles clef	Organisations, organisational design, personnel work, motivation, talent management
Prerequisic aconsiés	
Cursc propedeutics	
Modalité de enseignament	Lectures, exercises, case studies, presentations
Oblianza de frecuencia	Not mandatory but recommended
Obietifs formatifs y competenzes da arjonje	ILO (Intended Learning Outcomes) ILO 1 Knowledge and understanding ILO 1.1 Knowledge of tools for static, dynamic and comparative analysis of data on individuals, companies and the economy ILO 2 Ability to apply knowledge and understanding ILO 3 Making judgements ILO 3.1 recognise the most important problems in complex decision-making situations ILO 3.2 critically analyse the facts and the situations to be dealt with
Obietifs formatifs y competenzes da arjonje (informazioni supplementares)	The course is assigned to the basic educational activities of the student's choice and is part of the Department of Business Administration. 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.
Sort de ejam	The examination time available is the same for attending and non-attending students. Attending students: Written exam (multiple choice and short answer questions) (ILOs 1.1-3.2) and case study work with group

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