Syllabus

Descrizione corso

Titolo insegnamento	Organizzazione aziendale nel settore enogastronomico
Codice insegnamento	40411
Titolo aggiuntivo	
Settore Scientifico-Disciplinare	ECON-08/A
Lingua	Tedesco
Corso di Studio	Corso di laurea in Scienze Enogastronomiche di Montagna
Altri Corsi di Studio (mutuati)	Loaned course - Human resources and organization (cod. 27355 - Bachelor in Economics and Management - Faculty of Economics)
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	2nd
CFU	6
Ore didattica frontale	36
Ore di laboratorio	-
Ore di studio individuale	90
Ore di ricevimento previste	18
Sintesi contenuti	Organizations and their environment, Organizational Design, Organizational change, Human resource management in an organization, Personnel planning, Recruiting and selection, Training and development, Motivation, Talent Management, International Human Resource Management.
Argomenti dell'insegnamento	Organizations and their environment, Organizational Design, Organizational change, Human resource management in an organization, Personnel planning, Recruiting and selection, Training and development, Motivation, Talent Management.

Parole chiave	Organizations, Organizational Design, Human Resource Management, Training, Talent Management
Prerequisiti	
Insegnamenti propedeutici	Nessuno
Modalità di insegnamento	Lectures, exercises, case studies, and group presentations
Obbligo di frequenza	No
Obiettivi formativi specifici e risultati di apprendimento attesi	Knowledge and understanding: • the students of the course will learn theoretical and practical knowledge relevant to the analysis and understanding of the main models of work organization applied to companies in various business contexts; • the students learn the theories and models of management of the human resources. Applying knowledge and understanding: • the students of the course will learn conceptual and theoretical tools useful for solving problems of organization and management. Making judgments: • the students of the course create the ability to identify key variables in assessing and making judgments about the management of organizations. Communication skills: • the students of the course will acquire competencies to understand and explain organizational and management issues during class room presentations. Learning skills: • the course will help the participants to obtain a better ability to understand the functioning of organizations; • after the course the students are able to critically assess the design of organizations and the management of their human resources.
Obiettivi formativi specifici e risultati di apprendimento attesi (ulteriori info.)	The course refers to the basic/typical/complementary educational activities chosen by the student and belongs to the scientific area of Business Administration. The course provides a general overview of the topics of Organization and Human Resource Management. The first part of the course will focus on the topics of Organization, the second part on the topics of Human Resource Management. Both topics are

	related to the praxis. Exercises, case studies, and student presentations enhance the learning of the topics.
Modalità di esame	The time slot of the exam is the same for attending and non attending students Attending students: Written examination (multiple choice and questions with short answers) and case study work with oral presentations Non attending students: Written examination (multiple choice and questions with short answers and/or essay questions)
Criteri di valutazione	70%: Written examination (multiple choice and questions with short answers). 30%: case study work as well as oral presentations during class room sessions. For students who do not attend the course, the grade is based on the final exam.
Bibliografia obbligatoria	Jones, G. R. & Bouncken, R. B. (2008), Organisation –Theorie, Design und Wandel, München: Pearson. Bartscher, T. & Nissen, R. (2024), Personalmanagement – Grundlagen, Handlungsfelder, Praxis, München: Pearson.
Bibliografia facoltativa	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), Fallstudien in Personalmanagement – Entscheidungen treffen, Konzepte entwickeln, Strategien aufbauen, München: Pearson.
Altre informazioni	
Obiettivi di Sviluppo Sostenibile (SDGs)	Buona occupazione e crescita economica, Parità di genere