Syllabus

Descrizione corso

Titolo insegnamento	Gestione delle risorse umane
Codice insegnamento	27355
Titolo aggiuntivo	
Settore Scientifico-Disciplinare	SECS-P/10
Lingua	Tedesco
Corso di Studio	Corso di laurea in Economia e Management
Altri Corsi di Studio (mutuati)	
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

	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	Knowledge and understanding Area: Quantitative methods for decision-making Mastery of basic and intermediate mathematical tools for understanding and analysing economic mechanisms using theoretical models and empirical applications Knowledge of tools for statically, dynamically and comparatively analysing data on individuals, companies and the economy Knowledge and understanding of descriptive statistics, the basics of probability theory and sampling methods, standard distributions and their application to economic analyses as well as linear and non-linear regression Knowledge of parametric estimation and hypothesis testing Knowledge of the computer tools required for reading and analysing economic data and models Knowledge of the structure of computer networks, their most important applications and security techniques as well as techniques for collecting, visualising and analysing data using suitable software Knowledge of international accounting systems and double-entry bookkeeping for recording and evaluating business transactions Understanding of annual financial statements Thorough knowledge of accounting data collection or management control Knowledge of the analysis method for estimating present values and discount factors for estimating the cost of capital and the valuation of bonds and shares Knowledge of the methods of medium and long-term financial forecasting and sensitivity analysis with simulation under uncertainty for risk management in the area of corporate and

	international finance
	Knowledge and understanding of the international financial environment, multinational risk defence techniques and competitive strategies of global banks
	Knowledge of the mechanisms underlying effective communication of quantitative topics in three languages: Italian, German and English
	Ability to apply knowledge and understanding
	Area: Quantitative methods for decision making
	Ability to analyse problems in (unconstrained) optimisation and mathematical interpretation of models of social and economic dynamics
	be able to formalise and solve economic problems using mathematical models and interpret the results conceptually
	be able to analyse economic data using methods of descriptive, parametric and non-parametric statistics as well as linear and non-linear regression and interpret the results
	be able to apply international accounting standards to the various contexts of corporate reality
	Know how to derive and interpret economic information from the Internet
	Know how to use computers and computer networks to analyse large amounts of data to solve complex problems and to write dissertations and articles
	Know how to use spreadsheet programmes to value fixed-interest financial instruments and shares in listed companies
	be able to analyse financial statements using financial ratios and communicate the results in accordance with international professional standards
	be able to apply the most important theories about capital, foreign exchange and commodity markets to current observational data, including international data
	Knowledge of how to set up and carry out an empirical project using econometric software and financial or economic databases
	Be able to apply techniques to evaluate the performance of financial assets and understand the pricing mechanisms of high-risk financial assets and of spot and forward interest rates
	Ability to use basic and intermediate mathematical and statistical tools to investigate the behaviour of economic agents from a

	theoretical and empirical perspective Knowledge of analysing economic data using spreadsheets or other suitable software knowledge of the use of computerised tools for analysing economies be able to communicate the results of quantitative analyses carried out according to international professional standards in three languages: Italian, German and English Making judgements recognise the most important problems in complex decision-making situations critically analyse the facts and the situations to be dealt with Learning skills critically analyse and integrate data, information and future experiences, also using advanced software
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. 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. Attending students: Written exam (multiple choice and short answer questions) and case study work with group presentation Non-attending students: Written exam (multiple choice and short answer questions and essay questions)
Criteri di valutazione	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 obbligatoria	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 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), 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