



# UNIVERSITÀ DI PISA

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## HUMAN CAPITAL MANAGEMENT

### ANTONINO BORGESE

Anno accademico	2020/21
CdS	MANAGEMENT FOR BUSINESS AND ECONOMICS
Codice	542PP
CFU	6

Moduli	Settore/i	Tipo	Ore	Docente/i
HUMAN CAPITAL MANAGEMENT	SECS-P/10	LEZIONI	42	ANTONINO BORGESE

#### Obiettivi di apprendimento

##### *Conoscenze*

The aim of the course is acquiring fundamental in-depth knowledges about the human capital management practices and processes inside the organisations.

At the end of the course the students will know

- what is Human Capital Management and why is crucial in managing organisation in the current competitive environment.
- the main processes of Human Capital Management
- some of the main techniques and tools applied by the organisations in the Human Capital Management processes.

##### *Modalità di verifica delle conoscenze*

The knowledges acquired will be tested by multiple choice and open ended questions.

##### *Capacità*

At the end of the course the student will be able to understand and operate under supervision in the following HCM activities:

- job analysis, description and specification, including the application of competencies models
- Recruiting
- Selection
- Performance management

##### *Modalità di verifica delle capacità*

The abilities acquired will be tested by situational questions.

##### *Prerequisiti (conoscenze iniziali)*

Students should have passed the exam of the course Management and Fundamentals of Accounting or possess equivalent introductory knowledges about management theory, managing people, management and organisations and strategic management.

##### *Indicazioni metodologiche*

The teaching activity intends to encourage a proactive participation of the students. It is made of

- Speeches about the course topics
- Interactions during the lessons including Questions and Answers sessions
- Individual and or small group activities: exercises and case studies
- Organisational experiences presented by speakers coming from the field of management and human capital management in the organisations.

##### *Programma (contenuti dell'insegnamento)*

The course includes four parts.

Part 1: Introduction which encompasses



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1. Introduction to Human Capital Management and
2. Human Capital Strategy and Analysis.

### Part 2: Recruitment, Placement, and Talent Management

1. Job Analysis and the Talent Management Process
2. Personnel Planning and Recruiting
3. Employee Testing and Selection
4. Interviewing Candidates

### Part 3: Training and Development

1. Training and Developing Employees
2. Performance Management and Appraisal
3. Managing Careers and Retent

### Part 4: Compensation

1. Establishing Strategic Pay Plans
2. Pay for Performance and Financial Incentives
3. Benefits and Services.

### **Bibliografia e materiale didattico**

Gary Dessler, Human Resource, Management Global Edition, Edtion 16th, Publisher: Pearson”

### **Modalità d'esame**

The exam takes place in writing and or orally. The written exam includes multiple choice and open questions.

*Ultimo aggiornamento 06/10/2020 21:08*