



UNIVERSITÀ DI PISA

HUMAN CAPITAL MANAGEMENT

ANTONINO BORGESE

Anno accademico	2021/22
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 Retention

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, Edition 16th, Publisher: Pearson”

Modalità d'esame

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

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