



# UNIVERSITÀ DI PISA

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## HUMAN CAPITAL MANAGEMENT

**ANTONINO BORGESE**

Anno accademico

2022/23

CdS

MANAGEMENT FOR BUSINESS AND  
ECONOMICS

Codice

542PP

CFU

6

Moduli  
HUMAN CAPITAL  
MANAGEMENT

Settore/i  
SECS-P/10

Tipo  
LEZIONI

Ore  
42

Docente/i  
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.

*Ultimo aggiornamento 05/08/2022 11:56*