

Syllabus

Course description

Course title	Human Resource Management in the Public Sector
Course code	27403
Scientific sector	SECS-P/10
Degree	LM63 – MASTER DEGREE PROGRAMME IN PUBLIC POLICIES AND ADMINISTRATION
Semester and academic year	2nd semester, ay 2023/2024
Year	1st year
Credits	6
Modular	yes
Total lecturing hours	36
Total lab hours	-
Total exercise hours	-
Attendance	Warmly suggested, but not required.
Prerequisites	No formal prerequisite is set; nevertheless, familiarity with topics covered by Introduction to Management is expected.
Course page	https://www.unibz.it/en/faculties/economics-management/master-public-policies-administration/
Specific educational objectives	<p>The course refers to the typical educational activities and belongs to the scientific area of Economics and Business Administration in the 'Master Degree in Public Policies and Administration'.</p> <p>The specific educational objectives of the course are to acquire and master basic and advanced knowledge and competence on most important approaches, models, concepts, and analytical tools of Human Resource Management. Special emphasis is placed on the links between theory and practice.</p> <p>At the end of the course the students will be able to interpret, analyze, and discuss the main issues related to the management of human resources in organizations with a special focus on the public service.</p>

Lecturer	Marjaana Gunkel Office E 5.12 c e-mail: Marjaana.Gunkel@unibz.it phone: 0471 013221 lecturer's page: https://www.unibz.it/en/faculties/economics-management/academic-staff/person/35342-marjaana-gunkel
Scientific sector of the lecturer	SECS P/10
Teaching language	English
Office hours	18 hours MySNS – Individual timetable Webpage: https://www.unibz.it/en/timetable/?sourceId=unibz&department=26&degree=13543%2C13723
Lecturing assistant	-
Teaching assistant	-
List of topics covered	Introduction to HRM; Recruitment and Selection; Public Service Motivation; Compensation; Training, learning, and development; Talent management; International HRM. All topics are handled with a special focus on public sector. The students of the course work on case studies in order to better understand the practice relevance of the topics.
Teaching format	The course is based on both theoretical lectures and the discussion of case studies. An active participation of the students in classroom discussion is required. The students are expected to read and follow the schedule in the detailed course syllabus, to study the lecture materials, and to seek and read additional resources related to the case studies.
Learning outcomes	This course examines how to manage human resources effectively in a dynamic legal, social, political, technological, and economic environment constraining organizations, with a focus on the public sector. The course employs a continuous strategic thinking exercise in analyzing the models, concepts, and tools of human resource management (HRM) in contemporary society. The purpose of this course is to enable students to understand the main theories, tools, concepts, and challenges of human resource management, especially at the public sector. The case study work performed during the courses enables the students to relate theory to practice as well as understand how human resource management may contribute to the strategic management of an organization.

	<p><i>Knowledge and understanding:</i></p> <ul style="list-style-type: none"> • understanding contemporary issues and challenges of Human Resource Management (HRM) in a wider context; • understanding the main elements of the HRM function (e.g. – recruitment, selection, training and development, etc.) and their relevance to the strategic management of an organization. <p><i>Applying knowledge and understanding:</i></p> <ul style="list-style-type: none"> • being able to discuss HR strategies, which organizations may adopt with the objective of making full use their human resources; • developing the ability to analyze and critically evaluate HRM policies and practices • integrating HRM with the overall organizational strategy. <p><i>Making judgments:</i></p> <ul style="list-style-type: none"> • making judgments on the appropriate approaches, models, processes, and tools related to various aspect of HRM; • understanding the specificities of HRM in the context of public sector. <p><i>Communication skills:</i></p> <ul style="list-style-type: none"> • developing communication skills for presenting the main HRM issues and challenges in a consistent and convincing way. <p>Learning skills:</p> <ul style="list-style-type: none"> • developing the ability to establish links among relevant topics independently; • developing the capacity of thinking, planning, and acting strategically when managing the human resources of an organization.
Assessment	Written exam with essay questions and case study analysis with oral presentation (teamwork)
Assessment language	English (B1 level in English required to sit the exam)
Evaluation criteria and criteria for awarding marks	<p>A) 70%: A written examination with essay questions; B) 30%: Case study analysis. Students are provided case studies to work on. The case study solutions are submitted in a form of a PowerPoint presentation. Each team will hold an oral case study solution presentation at least once during the semester.</p> <p>For students who do not attend the course, the final exam will be the sole basis for the mark</p>

Required readings	<p>Berman, E.M., Bowman, J.S., West, J.P., Van Wart, M.R. (2021), Human Resource Management in Public Services: Paradoxes, processes, and problems. 47h Edition, Thousand Oaks, CA: Sage.</p> <p>Dessler, G. (2019), Human Resource Management, 16th Edition, Upper Saddle River, NJ: Pearson Education.</p> <p>Teaching materials provided by the instructor.</p>
Supplementary readings	<p>Materials will be provided by the lecturer.</p>