

## COURSE OF STUDY *Degree Course in Economics and Business Administration (L-18)*

**ACADEMIC YEAR 2024-2025**

**ACADEMIC SUBJECT *Planning and training of human resources***

General information	
Year of the course	<i>Elective exam (chosen by the student), first year, second year, third year</i>
Academic calendar (starting and ending date)	<i>1<sup>st</sup> semester (16 September 2024-20 December 2024)</i>
Credits (CFU/ETCS):	<i>6</i>
SSD	<i>PAED-01/A - General and Social Pedagogy</i>
Language	<i>Italian</i>
Mode of attendance	<i>Optional</i>

Professor/ Lecturer	
Name and Surname	<i>Riccardo Pagano</i>
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Department and address	<i>Ionian Department in Law, Economics and Environment – via Duomo n. 259, Taranto (Italy)</i>
Virtual room	<i>Skype Riccardo Pagano</i>
Office Hours (and modalities: e.g., by appointment, on line, etc.)	<i>Prof. Pagano will receive on Wednesday from 10 a.m. to 12 noon. Interested students can give notice by sending an email in advance.</i>

Work schedule			
Hours			
Total	Lectures	Hands-on (laboratory, workshops, working groups, seminars, field trips)	Out-of-class study hours/ Self-study hours
<i>150</i>	<i>48</i>	<i>/</i>	<i>102</i>
CFU/ETCS			
<i>6</i>	<i>6</i>		

<b>Learning Objectives</b>	<i>The Planning and training of human resources course is intended to develop specific skills for students in the fields of human resources pedagogy and corporate organisations in the perspective of lifelong learning, lifewide learning and sustainable competitiveness, paying particular attention to aspects and factors concerning the planning of training, the promotion of new values, the development of character skills, the enhancement of the psychological capital of human resources, the moral dimension, the ability of each professional to become the main interpreter of the change of a professional style through educational work geared to the enhancement of the cognitive and non-cognitive, social and emotional dimensions.</i>
<b>Course prerequisites</b>	<i>Knowledge of the lexicon and the concepts concerning the development process of the person are required to take the course.</i>

<b>Teaching strategies</b>	<i>The course prospects the traditional frontal lecture as the main teaching method, as it proves to be adequate for the purpose of illustrating the proposed texts and contents and to foster the student's acquisition of knowledge. The possible organization of seminars for in-depth thematic study, that may also require the production of original work/research by the students, is also planned.</i>
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<b>Expected learning outcomes in terms of</b>	
<b>Knowledge and understanding on:</b>	<ul style="list-style-type: none"> <li>○ knowledge suitable for developing specific skills in the areas of human resources pedagogy and business organisations in the perspective of lifelong learning and continuous training;</li> <li>○ emerging perspectives in continuous training in the light of Italian and European legislation;</li> <li>○ themes related to skills for enhancing human resources: training needs and assessment of results; design of the training process; basic training; specialised training; managerial training; different training methodologies and reporting systems.</li> </ul>
<b>Applying knowledge and understanding on:</b>	<ul style="list-style-type: none"> <li>○ knowledge of reflective action;</li> <li>○ context understanding (needs analysis and planning for change);</li> <li>○ innovation and sustainability.</li> </ul>
<b>Soft skills</b>	<ul style="list-style-type: none"> <li>● <i>Making informed judgments and choices</i> <ul style="list-style-type: none"> <li>○ seminar activities, interspersed with lectures, will enable the development of constructive, critical and interpretative dialogue skills. At the end of the course the student should be able to manage training from a corporate perspective according to his or her own subjective interpretation, which is also linked to the context and the aims set by corporate management.</li> </ul> </li> <li>● <i>Communicating knowledge and understanding</i> <ul style="list-style-type: none"> <li>○ at the end of the course, the student should be able to master the pedagogical/training lexicon for human resources training.</li> </ul> </li> <li>● <i>Capacities to continue learning</i> <ul style="list-style-type: none"> <li>○ students must be able to grasp innovations and the resulting sources of knowledge. At the end of the course, students should be able to acquire cognitive and experiential learning modes. Constructivism and deconstructivism will be the pillars of the learning modes by which students will continue to learn.</li> </ul> </li> </ul>
<b>Syllabus</b>	
<b>Content knowledge</b>	<p><i>The main thematic cores of the course are the following ones:</i></p> <ul style="list-style-type: none"> <li>- <i>social-organisational scenarios for a pedagogy of human resources and organisations;</i></li> <li>- <i>analysis of knowledge needs concerning the development of human capital with particular regard to the processes of transformation of organisational cultures;</i></li> <li>- <i>case analyses;</i></li> <li>- <i>theoretical approach to the study of communities of practice;</i></li> <li>- <i>continuous training: pedagogical perspective;</i></li> <li>- <i>skills certification.</i></li> </ul>
<b>Texts and readings</b>	<p><i>For the topics examined, we recommend:</i></p> <ul style="list-style-type: none"> <li>- <i>F. Bochicchio, P. C. Rivoltella, "L'agire organizzativo", Els La Scuola, Brescia 2017.</i></li> </ul>
<b>Notes, additional materials</b>	<i>Course slides/handouts provided by the lecturer.</i>
<b>Repository</b>	<i>The course material will be made available for consultation via the lecturer's web page.</i>
<b>Assessment</b>	
<b>Assessment methods</b>	<i>Final oral exam to ascertain the achievement of the expected learning outcomes.</i>
<b>Assessment criteria</b>	<ul style="list-style-type: none"> <li>● <i>Knowledge and understanding</i> <ul style="list-style-type: none"> <li>○ The student must be able to identify the contribution of pedagogy to knowledge of organisational contexts.</li> </ul> </li> <li>● <i>Applying knowledge and understanding</i></li> </ul>

	<ul style="list-style-type: none"> <li>○ The student must be able to recognize training needs and apply outcome assessment; furthermore, he/she should be familiar with the fundamental elements of the planning of the training process (basic training; specialised training; managerial training), as well as with the different training methodologies and reporting systems.</li> <li>● <i>Autonomy of judgment</i> <ul style="list-style-type: none"> <li>○ The student has to know how to manage in-company training according to his own interpretative subjectivity, also linked to the context.</li> </ul> </li> <li>● <i>Communication skills</i> <ul style="list-style-type: none"> <li>○ The student has to acquire the pedagogical/training lexicon for human resources training.</li> </ul> </li> <li>● <i>Capacities to continue learning</i> <ul style="list-style-type: none"> <li>○ The student has to acquire cognitive and experiential learning modes based on the theories of constructivism and deconstructionism.</li> </ul> </li> </ul>
Final exam and grading criteria	<p><i>The final grade is given out of thirty. The exam is considered passed when the grade is greater than or equal to 18. The criteria under which the final assessment is formulated range from basic knowledge of the parts of the syllabus required to pass the exam to original reflections and interpretations on the parts subject to the oral test. The relevance of the answers, the ability to analyse, summarize and re-elaborate the contents will be evaluated. To achieve a high evaluation, the student must have developed independent judgment and adequate argumentation and exposition skills. Praise is awarded in cases where all the answers, in addition to being correct in form and content, present elements of particular depth and originality from a critical-reflexive point of view.</i></p>
<b>Further information</b>	/