

Course of Study in
"Psychological sciences of human resources, organisations and enterprises" - [L-24].
 a.y. 2021/2022

SUBJECT
Economics and business management

SDS: SECS-P/08 - 6 ECT
 2021/2022 YEAR; II SEMESTER

Lecturer: **Prof. Federico de Andreis**
 Disciplinary Tutor: **Dr. Gabriele Bonifacio**

<p>Qualification and scientific background of the lecturer</p>	<p>Contract lecturer PhD, Research Fellow Academic Recruitment Filed 13/B2 - Economics and Business Management, Scientific Disciplinary Sector SECS-P/08 - Economics and Business Management at the Giustino Fortunato University of Benevento. Since 2016, he has held regular teaching positions in the SDSs SECS-P/08 and SECS-P/10, at various Italian universities. The research activity has been developed around some main topics such as: risk management, aviation management, organisational behaviour, tourism enterprises and immigration.</p>
<p>Description of contents and subdivision of the programme into teaching modules</p>	<p>The course of Economics and Business Management will be divided into 2 modules and will cover the following contents:</p> <ul style="list-style-type: none"> ➤ Module 1 - Strategy in the Enterprise System In the first module, the main theories of business will be presented and the basic concepts of strategic and operational business management, the different areas of value creation, and their peculiarities and problems will be introduced. ➤ Module 2 - Strategic management and human resources In the second module, through a more organisational perspective, human resources and organisational behaviour will be analysed.
<p>Abstract</p>	<p>The course is divided into two modules. In the first part, the main theories of business will be presented, as well as the basic concepts of strategic and operational business management, with a focus on the different areas of value creation, and their peculiarities and problems will be introduced.</p>

	<p>In the second module, through a more organisational perspective, human resources and organisational behaviour will be analysed.</p>
<p>Learning objectives</p>	<p>At the end of the course, the student will possess the theoretical foundations for understanding business and human resources management issues.</p> <p>In particular, the student will be able to describe the fundamental elements of the enterprise and analyse its basic relationships with the environment (module 1) and to trace and understand the value of human resources and the importance of organisational behaviour (module 2).</p>
<p>Expected learning outcomes</p>	<p>A. Knowledge and understanding</p> <p>The student will acquire adequate knowledge and understanding of</p> <ul style="list-style-type: none"> ▪ of the fundamentals of enterprise; ▪ processes that contribute to the creation of value for the company; ▪ of the company's relations with its environment; ▪ of internal organisational dynamics; ▪ of the role and management of human resources. <p>B. Applied knowledge and understanding</p> <p>The student will be able to understand the dimensions of the company and the dynamics linked to the internal and external environment by applying them to the analysis of case studies, highlighted during the video conference meetings.</p> <p>C. Autonomy of judgement</p> <p>The student should be able to give a thorough reading of inter and intra-organisational relations and of the strategic and operational dynamics of a company, critically analysing business problems, also related to human resources management, and proposing solutions to them.</p> <p>D. Communication skills</p> <p>The student will be required to report on knowledge of the main issues underlying the functioning of business organisations, from value creation to the relationships between the business and its environment, from strategic management areas to operational areas. In addition, the student should have the ability to argue about the areas of human resource management also by referring to real cases. The student will be able to clearly and competently</p>

	<p>communicate specific information, present ideas, raise problems and propose solutions.</p> <p>E. Learning capacity The student will have acquired the necessary knowledge to understand the basic dynamics of the economic system determined by enterprises.</p>
<p>Skills to be acquired</p>	<p>EXPECTED RESULTS</p> <p>A. Use of advanced textbooks, knowledge of some cutting-edge topics within the subject studied. Students are expected to demonstrate knowledge of the theories and main models underlying the functioning of business. Particular attention will be given to the study of human resources in organisational contexts.</p> <p>B. A professional approach to their work and possession of appropriate skills to devise arguments, support them and solve problems within the subject studied. Ability to collect and interpret data useful for making independent judgements. Students must demonstrate their ability to use the knowledge acquired in the first module of the course by individually tackling the case analysis activity proposed by the lecturer.</p> <p>C. Ability to communicate information, ideas, problems and solutions to specialists and non-specialists. During synchronous activities, students are expected to discuss a topic identified in consultation with the lecturer.</p> <p>D. Ability to undertake further studies with a high degree of autonomy. Students are expected to present the course contents to their lecturer. Similarly, during synchronous activities, they will share analyses and research with the other students.</p>
<p>Didactics organisation</p>	<p>DIDACTICS PROVISION</p> <ul style="list-style-type: none"> ➤ 6 hours of recorded video lessons available on the platform. ➤ 2 synchronous meetings on the platform. ➤ Podcasts of all the above-mentioned video lessons. <p>INTERACTIVE DIDACTICS</p> <ul style="list-style-type: none"> ➤ 1 course orientation forum.

	<ul style="list-style-type: none"> ➤ 2 thematic follow-up forums (1 per module). ➤ Possibility to carry out work in groups. ➤ 2 structured <i>e-activities</i> (as described in the section "<i>in itinere assessment methods</i>"). <p>SELF-LEARNING Teaching materials are provided for each module: in-depth thematic studies, articles and slides by the lecturer, open access readings, online resources, reference bibliography, etc.</p>
Recommended examination texts	<ul style="list-style-type: none"> ➤ DE ANDREIS F. Slides from the Economics and Business Management course ➤ CIAMPI F. <i>Fondamenti di economia e gestione delle imprese</i>
In itinere assessment methods	Access to the final examination is subject to the following two e-activities , one for each module, consisting of multiple-choice tests.
Procedure for the final examination	The assessment of learning will take the form of an oral interview on the course contents and on the final report submitted, if any. The grade (min 18, max 30 with possible honours) is determined by the level of performance for each of the following dimensions of the oral interview: mastery of contents, appropriateness of definitions and theoretical references, clarity of argument, command of specialist language.
Language of instruction	Italian