

Organization: People & Technologies

Course coordinator: Prof. Alfredo Biffi

Teachers: in definition

Assistant: Dott.ssa Paola Ossola

Master Degree in Global entrepreneurship and management (Gem)/Corso di Laurea Magistrale in Imprenditorialità e Management Internazionale (CLIMI)

CV Management degli intermediari e dei mercati finanziari – first and second year, first semester.

CV Management delle imprese internazionali – second year, first semester.

Credits: 6

Course objectives

The course is an advanced course on two main aspects of Organization: people working in the enterprises and information and communication technologies. Scope of the course is to prepare students to imagine and design organizational and technological solutions for innovation in international enterprises with a socio-technical approach that manage the impact of new technologies on human resources and that use people competencies in an effective way through technological tools. The first part of the course aims at presenting how today effective human resource management is necessary to gain true competitive advantage in the marketplace, particularly underlying three challenges companies face nowadays, that are *sustainability*, *technology*, and *globalization*. In particular, the course focuses on issues that are changing the current role and the activities of HR function. The second part of the course describe the ICT application framework, its impact on enterprise information systems and propose methodologies to design ICT architecture in a human resourced oriented perspective.

Course's main topics

- Human Resource Management: introduction. What are the HRM functions and how are they changing.
- Strategic Human Resource Management: ways HR provides competitive advantage
- The HRM function: role, organizational structure, managing elements.
- Improving HRM effectiveness through new technologies.
- People management in international environment: leadership and trade union relationship
- Does IT matter? How and why IT may influence the organization success
- Understanding IT leadership issues for managing information systems in the digital era
- IT for supporting online collaboration among virtual teams
- The challenge of information integration: managing complex IT projects like ERPs
- Technologies for innovating in the learning organization.

Organization

The course is organized with frontal lessons, experiences described by testimonial coming from firms, student work in classroom or in laboratory. It is divided into two parts (20 hours each): it is scheduled an intermediate exam and a final exam (specifications on the content will be explained at the beginning of the course). It is compulsory the enrollment and the use of the learning platform of the course (see Moodle environment) to prepare preliminary the lessons and to interact with the teachers.

Text advised

- Part Human Resources: Raymond A. Noe, John R. Hollenbeck, Barry Gerhart, Patrick M. Wright, *Human Resource Management: Gaining a Competitive Advantage*, 7/e, 2010, McGraw-Hill
- Part ICT/IS: it will be suggested by the appointed teacher

Exam modalities

Attending students

Attending students will have a written intermediate exam and a final exam. Intermediate exam will be on HR item. As a final exam students have to prepare a written essay (max 5 pages) on a topic that the teacher will propose.

Attending students have to actively contribute to the in-class workgroups and discussion.

Not attending students

Students will have an oral examination on the items of the text advised.

For contacting

Office hour: see the webpage of the teachers or the learning platform.

Mail address:

- Course coordinator alfredo.biffi@uninsubria.it
- Teachers: to be defined