



UNIVERSITA' DEGLI STUDI DI MILANO
PROGRAMME DESCRIPTION - ACADEMIC YEAR 2019/20
BACHELOR
Labour and Management (Classe L-16)
Enrolled from 2019/2020 academic year

HEADING

Degree classification - Denomination and code:	L-16 Management Science
Degree title:	Dottore
Curricula currently available:	HUMAN RESOURCES MANAGEMENT / LABOUR CONSULTING
Length of course:	3 years
Total number of credits required to complete programme:	180
Years of course currently available:	1st
Access procedures:	Cap on student, student selection based on entrance test
Course code:	B24

PERSONS/ROLES

Head of Study Programme

Prof.ssa Sabrina Colombo

Tutors - Students

Dott.ssa Maria Giulia Montanari (infolam@unimi.it)

Degree Course website

<https://lam.cdl.unimi.it>

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CHARACTERISTICS OF DEGREE PROGRAMME

General and specific learning objectives

The degree in Labour and Management aims at providing the student with the basic knowledge and necessary skills to work expertly and confidently in all the fields related to labour: human resources management in the private and public sectors, the planning and implementing of labour market services and policies, the representation of the interests of industrial relations actors, and the counselling of employers on the employment relationship, social security law, and industrial relations.

Professional profile and employment opportunities

Graduates in Labour and Management can find professional outcomes in the following fields of work:

- Personnel and human resources area within private and public production organisations (selection, management, organization and development, human resources administration; Trade union relations, offices for disciplinary proceedings in Public administrations) or in the free-lance and consulting sector (Labour consultants; socio-organizational consultancy in the field of human resources);
- Public and private institutions operating in the labour market, with the function of programming, planning, management

and monitoring of work policy interventions; Inspection and supervision at work; Orientation and start working, matching demand-offer, administration, intermediation, research and selection of personnel, outplacement; Training. For example, the following types of organisations and institutions are indicated: directions for work policies of regions and provinces, employment centres, employment agencies, territorial departments of work, including inspection services)
-Organisations representing economic interests (trade unions for workers and entrepreneurs, chambers of commerce).

Notes

OFA

In order to be entitled to sit the English language exam included in their degree program, students are required to certify their knowledge of the English language at the B1 level. This level can be certified in one of the following ways:

- By submitting their language certificate, taken no more than 3 years before its submittal and attesting a B1 or higher level (for the list of the language certificates accepted by the University of Milan, please refer to the website: <http://www.unimi.it/studenti/100312.htm>). Students can submit their language certificate during the immatriculation procedure or send it to the Language Centre of the University of Milan (SLAM) via Infostudente service.
- By sitting the Placement Test run by SLAM, during the first year exclusively, from September to December. Should they not pass the Placement Test, students will have to attend the English language courses organized by SLAM. All students who do not have a valid language certificate must sit the Placement Test. Those students who do not sit the Placement test by December or do not pass the end of course test in one of the 6 attempts granted will have to get a language certificate outside the University of Milan within the year in which the English language exam is scheduled according to their degree program.

EXPERIENCE OF STUDY ABROAD AS PART OF THE TRAINING PROGRAM

The University of Milan supports the international mobility of its students, offering them the opportunity to spend periods of study and training abroad, a unique opportunity to enrich their curriculum in an international context.

How to participate in Erasmus mobility programs

To gain access to mobility programs for study purposes, lasting 3-12 months, the enrolled students of the University of Milan must attend a public selection that starts usually around the month of February each year through the presentation of specific competition announcements, which contain information on available destinations, respective duration of the mobility, requirements and deadlines for submitting the online application.

The selection, aimed at evaluating the proposed study abroad program of the candidate, knowledge of a foreign language, especially when this is a preferential requirement, and the motivations behind the request, is performed by specially constituted commissions.

Each year, before the expiry of the competition announcements, the University organises information sessions for the specific study course or groups of study courses, in order to illustrate to students the opportunities and participation rules.

To finance stays abroad under the Erasmus + program, the European Union assigns to the selected students a scholarship that - while not covering the full cost of living abroad - is a useful contribution for additional costs as travel costs or greater cost of living in the country of destination.

The monthly amount of the communitarian scholarship is established annually at national level; additional contributions may be provided to students with disabilities.

In order to enable students in economic disadvantaged conditions to participate in Erasmus+ program, the University of Milan assigns further additional contributions; amount of these contributions and criteria for assigning them are established from year to year.

The University of Milan promotes the linguistic preparation of students selected for mobility programs, organising every year intensive courses in the following languages: English, French, German and Spanish.

The University in order to facilitate the organisation of the stay abroad and to guide students in choosing their destination offers a specific support service.

More information in Italian are available on www.unimi.it > Studenti > Studiare all'estero > Erasmus+

For assistance please contact:

Ufficio Accordi e relazioni internazionali
via Festa del Perdono 7 (ground floor)
Tel. 02 503 13501-12589-13495-13502
Fax 02 503 13503

1st COURSE YEAR Core/compulsory courses/activities common to all curricula		
Learning activity	Ects	Sector
Computer skills test	3	INF/01
Digital tecnologie for organisations	6	INF/01
Political and Administrative Systems	6	SPS/04
Public and EU law	12	(3) IUS/09, (3) IUS/14, (6) IUS/01
Social Research Methodology	9	SPS/07
Techniques for data analysis	9	(6) SECS-S/01, (3) SECS-S/06
Total compulsory credits		45
2nd COURSE YEAR (available as of academic year 2020/21) Core/compulsory courses/activities common to all curricula		
Learning activity	Ects	Sector
Business Economics	9	SECS-P/07
Economic Sociology and Sociology of Organisations	9	SPS/09
Fundamentals of Labour Law	9	IUS/07
Industrial Relations	6	SPS/09
Microeconomics and Macroeconomics	12	(6) SECS-P/02, (6) SECS-P/01
Organisations and digital societies	6	INF/01
Social and Labour Market Policies	9	SPS/04
Trade Union Law	6	IUS/07
Total compulsory credits		66
3rd COURSE YEAR (available as of academic year 2021/22) Core/compulsory courses/activities common to all curricula		
Learning activity	Ects	Sector
English for Communication in Management	9	L-LIN/12
Labour Economics	9	SECS-P/01
Work Psychology	6	M-PSI/06
Total compulsory credits		24
Further elective courses common to all curricula		
Students have to achieve 12 free choice credits		
Students have to achieve 6 credits in one of the following activities: further training activities; internships; workshops		
Business economics course can be attended also by students enrolled at the third year of the academic year 2016/2017		
End of course requirements common to all curricula		
Final Exam	6	NA
Total compulsory credits		6

ACTIVE CURRICULA LIST

HUMAN RESOURCES MANAGEMENT Course years currently available: 1°
 LABOUR CONSULTING Course years currently available: 1°

CURRICULUM: [B24-A] HUMAN RESOURCES MANAGEMENT

3rd COURSE YEAR (available as of academic year 2021/22) Core/compulsory courses/activities Curriculum-specific features HUMAN RESOURCES MANAGEMENT		
Learning activity	Ects	Sector
Organisational Theory and Management	9	SECS-P/10
Sociology of Labour	6	SPS/09
Total compulsory credits		15
Elective courses Curriculum-specific elective courses for HUMAN RESOURCES MANAGEMENT		
Students have to achieve 6 credits in one of the following activities:		
Human Resources Management	6	SECS-P/10
Marketing and Business Strategies	6	SECS-P/08

CURRICULUM: [B24-B] LABOUR CONSULTING

3rd COURSE YEAR (available as of academic year 2021/22) Core/compulsory courses/activities
Curriculum-specific features LABOUR CONSULTING

Learning activity	Ects	Sector
Italian and European Tax Law	9	IUS/12
Labour Market Law	6	IUS/07
Social Security Law	6	IUS/07
Total compulsory credits		21

COURSE PROGRESSION REQUIREMENTS

The fulfilment of additional training obligations is preparatory to all examinations of II and III years

The student will have to take into account the following propedeuticity:

- The examination of institutions of private, public and EU law is preparatory to examinations of trade unions and labour law institutions; For the Curriculum. Work Consultancy is also preparatory for examinations of Italian and European tax law, social security Law, labour market law
 - The examination of mathematics and techniques of data analysis is preparatory to the examinations of microeconomics and macroeconomics and Labour economics
 - The examination of microeconomics and macroeconomics is preparatory to the examination of Labour economics
 - The study of methodology of social research is preparatory to the examination of economic sociology and the Organization
- The attainment of the English language suitability B1 is preparatory to the examination of English for communication in management.