



UNIVERSITA' DEGLI STUDI DI MILANO
PROGRAMME DESCRIPTION - ACADEMIC YEAR 2020/21
BACHELOR
MANAGEMENT OF ORGANIZATION AND LABOUR (MOL) Classe I-
16
Enrolled from academic year 2020/21

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:	B27

PERSONS/ROLES

Head of Study Programme

Prof.ssa Alessandra Lazazzara

Tutors - Faculty

VICE PRESIDENTE

Prof.ssa Alessandra Sartori

PRATICHE STUDENTI

Dott. Alessandro Pellegata

RESPONSABILE QUALITA'

Prof.ssa Beatrice Magni

STAGE E ATTIVITA' ALTERNATIVE (inclusi seminari)

Prof.ssa Franca Maino

RESPONSABILE ERASMUS

Dott.ssa Lisa Dorigatti

REFERENTE CURRICULUM CONSULENTI DEL LAVORO

Prof. Massimo Pallini

Degree Course website

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

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.

Expected learning outcomes

Skill and Knowledge

The degree course provides the basic tools for a solid knowledge of the main theoretical and methodological contributions on the themes of work and organization in companies, developed in the economic, psychological, legal, political, sociological-organizational fields. Qualifying objectives are therefore the knowledge of the processes and rules of operation of complex organisations and, in particular, the operating systems related to the behaviours of the people within them; business and organisation management techniques; management and enhancement techniques of human resources and how complex organisations contribute to the economic and social development of the country. These objectives are part of a learning path for digital technologies to support organisations within the Labour studies strand, the course aims at a complete knowledge and understanding of how labour markets work; recruitment techniques of labour regulation policies and public and social policies, from an organizational, psychological-motivational, administrative, regulatory-contractual, trade union perspective. Ability to apply knowledge and understanding

The ability to apply knowledge and understanding is achieved through a multidisciplinary approach that leads to the acquisition of application skills related to the development and implementation of appropriate intervention hypotheses in the field of design and management of labour, employment and organisation policies. In particular, in the field of work studies, the ability to apply knowledge and understanding is achieved in the field of the selection, management and administration of human resources in production organisations, also linked to companies foreign countries or those located abroad, and also in a free-professional and consultancy-cutting scheme; management of trade union relations; of data and information processing in the field of the labour market and human resource management in productive organizations, using elements of computer science and statistics.

These results are ensured through the massive provision of training activities that carry out multidisciplinary approaches, characterized by the presence of teachings, which can be traced back to the political-social, socio-political, socio-psychological, legal, economic-corporate and statistical-economic, specifically focused on the issues of organization administration and work.

Law strand Knowledge and understanding

Knowledge and understanding of legal matters includes the acquisition of the fundamentals of the legal system, with particular reference to its fundamental principles, the hierarchy of sources and the allocation of powers. Between the State, Regions and the European Union, as well as the criteria for interpreting the law; The role played by the middle bodies and in particular by the trade unions in the production of the law and the understanding of the relationship and the links between the legal system and the trade union system, the phenomenon of social consultation and various forms of referral and integration between legal and contractual labour regulation; the correct identification of the principles and rules governing private autonomy, with particular regard to the validity requirements of the employment contract, the different types of contract in which work activity is deducted and legal discipline related reports; relations between public administrations dedicated to social and labour policies and private individuals.

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

1) The choice of alternative courses will be limited to those actually taught.

2) The normal duration of the degree programme in Management of organization and labour is three years. Student workers, or those who, due to other obligations, are unable to regularly attend the full-time programme, are entitled to part-time enrolment. For information on part-time enrolment, visit the website: <https://www.unimi.it/it/studiare/frequentare-un-corso-di-laurea/come-e-quanto-pagare/iscrizioni-tempo-parziale>

EXPERIENCE OF STUDY ABROAD AS PART OF THE TRAINING PROGRAM

The University of Milan supports international mobility by providing its students with the opportunity to spend study and internship periods abroad. It is a unique chance to enrich your educational path in a new exciting environment.

The agreements entered into by the University with over 300 universities from 30 different countries under the European Erasmus+ programme allow regularly enrolled students to carry out part of their studies at one of the partner universities or to undertake internships at companies, training and research centres and other organizations.

Similar international mobility opportunities are provided outside Europe, through agreements with a number of prestigious institutions.

How to participate in Erasmus mobility programs

The students of the University of Milan can participate in mobility programmes, which last 3 to 12 months, through a public selection procedure.

Ad hoc commissions will evaluate:

the candidate's proposed study programme abroad

his/her foreign language proficiency

the reasons behind his/her application

Call for applications and informative meetings

The public selection generally begins around February each year with the publication of a call for applications specifying the destinations, with the respective programme duration, requirements and online application deadline.

Every year, before the deadline for the call, the University organizes informative meetings to illustrate opportunities and rules for participation to students.

Erasmus+ scholarship

The European Union grants the winners of the Erasmus+ programme selection a scholarship to contribute to their mobility costs, which is supplemented by the University funding for disadvantaged students.

Language courses

Students who pass the selections for mobility programmes can benefit from intensive foreign language courses offered each year by the University.

Learn more at <https://www.unimi.it/en/international/study-abroad/studying-abroad-erasmus>

For assistance, please contact:

International Mobility Office

Via Santa Sofia 9 (second floor)

Tel. 02 503 13501-12589-13495-13502

E-mail: mobility.out@unimi.it

Desk opening hours: Monday to Friday 9 am - 12 noon

1st COURSE YEAR Core/compulsory courses/activities common to all curricula		
Learning activity	Ects	Sector
Computer Science Course	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 2021/22) 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 2022/23) 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		
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°

**3rd COURSE YEAR (available as of academic year 2022/23) 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		
Learning activity	Ects	Sector
Human Resources Management	6	SECS-P/10
Marketing and Business Strategies	6	SECS-P/08

**3rd COURSE YEAR (available as of academic year 2022/23) 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 following prerequisites are common to all curricula: the fulfilment of additional learning requirements (OFA) is preparatory to all second- and third-year exams. Private law, Public law and European Union law exams are preparatory to Trade union law, Labour law, Italian and European tax law, Social security law, Labour market law exams. The Mathematics and data analysis exam is preparatory to Microeconomics and macroeconomics, and Labour economics exams. The Microeconomics and macroeconomics exam is preparatory to the Labour economics exam. The Social research methodology exam is preparatory to the Economic Sociology and Sociology of Organisations exam.

A certificate of English proficiency at B1 level is a prerequisite for the English for communication in management exam.