



**UNIVERSITA' DEGLI STUDI DI MILANO**  
**PROGRAMME DESCRIPTION - ACADEMIC YEAR 2014/15**  
**MASTER DEGREE**

**Management of Human Resources and Labour Studies (Mls) Classe LM-62**  
**enrolled from 2014/2015 academic year**

**HEADING**

<b>Degree classification - Denomination and code:</b>	LM-62 Political science
<b>Degree title:</b>	Dottore Magistrale
<b>Curricula currently available:</b>	HUMAN RESOURCE MANAGEMENT AND EMPLOYMENT RELATIONS / COMPARATIVE SOCIAL POLICY AND EMPLOYMENT RELATIONS
<b>Length of course:</b>	2 years
<b>Credits required for admission:</b>	180
<b>Total number of credits required to complete programme:</b>	120
<b>Years of course currently available:</b>	1st
<b>Access procedures:</b>	Open, subject to completion of self-assessment test prior to enrolment
<b>Course code:</b>	B72

**PERSONS/ROLES**

**Head of Degree Course Coordination Council / Board**

Prof. Luca Solari

**Tutors - Faculty**

Dott.ssa Daniela Comandè

**Degree Course website**

[www.sps.unimi.it/corsi-di-laurea](http://www.sps.unimi.it/corsi-di-laurea)

<http://www.unimi.it/studenti/matricole/77648.htm>

**CHARACTERISTICS OF DEGREE PROGRAMME**

**General and specific learning objectives**

1. The MSc in Management of Human Resources and Labour Studies evolved from the experience of the former MSc in Labour Studies, which was taught predominantly in Italian, but constituted an example of multidisciplinary training and education across different fields related to labour markets and labour management. To maintain this focus, our Master of Science, now entirely taught in English provides two parallel opportunities of individual development and learning: the curriculum in Human Resources Management and Employment Relations, and the curriculum in Comparative Social Policy and Employment Relations
2. The first curriculum is designed for students who want to work in human resource management and/ or professional and consulting services for global and international organizations. The distinctive trait of this curriculum is the focus on comparative, multidisciplinary competencies, and a strong investment on analytics and metrics.
3. The second curriculum is designed for students who are interested in the comparative political economy perspective (with a dual focus on politology and sociology) and in the analysis of comparative models of capitalism under the lenses of globalization and labour policy approaches, with a dedicated focus on methods and research approaches.
4. The key characteristics of the programme are the strong bonds with business organizations and international institutions, the comparative focus, the importance of quantitative methods, the multidisciplinary approach and the choice of a learning by doing approach to teaching and learning.
5. Being hosted in Milan, the programme allows for a unique personal and cultural experience at the crossing between different cultures on the Mediterranean Sea. Milan and Italy constitute the ideal bridge to the Middle East, and Africa. Milan is renown in the world for its booming design and fashion scene.
6. The programme is an ideal investment for students who are interested in developing their careers in HR management, top management, as well as labour policy experts, trade unions representatives, labour studies and management researchers.

<b>1st COURSE YEAR Core/compulsory courses/activities common to all curricula</b>				
Distribution	Learning activity	Teaching units/modules	Ects	Sector
	Advanced Labour Economics		6	SECS-P/01
	Comparative and European Labour Law		9	IUS/07
	Data Analysis and Statistics		6	SECS-S/04
	Economic and Social Regulation of Labour		9	SPS/09
	Human Resources Management (tot. credits: 6)		3	SECS-P/10
			3	SECS-P/10
		Total compulsory credits	36	
<b>2nd COURSE YEAR (active from the academic year 2015/16) Core/compulsory courses/activities common to all curricula</b>				
Distribution	Learning activity	Teaching units/modules	Ects	Sector
	Labour Market, Education and Training		12	SECS-P/01, SPS/09
		Total compulsory credits	12	
<b>Other learning activities chosen by the student for all curricula</b>				
<b>Final learning activities for all curricula</b>				
	Final exam		21	
		Total compulsory credits	21	

### ACTIVE CURRICULA LIST

HUMAN RESOURCE MANAGEMENT AND EMPLOYMENT RELATIONS Course years currently available: 1st  
 COMPARATIVE SOCIAL POLICY AND EMPLOYMENT RELATIONS Course years currently available: 1st

#### CURRICULUM: [B72-A] HUMAN RESOURCE MANAGEMENT AND EMPLOYMENT RELATIONS

<b>1st COURSE YEAR Core/compulsory courses/activities common Curriculum-specific features HUMAN RESOURCE MANAGEMENT AND EMPLOYMENT RELATIONS</b>				
Distribution	Learning activity	Teaching units/modules	Ects	Sector
	Organizational Behavior		9	M-PSI/06
		Total compulsory credits	9	
<b>2nd COURSE YEAR (active from the academic year 2015/16) Core/compulsory courses/activities common Curriculum-specific features HUMAN RESOURCE MANAGEMENT AND EMPLOYMENT RELATIONS</b>				
Distribution	Learning activity	Teaching units/modules	Ects	Sector
	Hiring and Recruitment		6	SPS/09
	International Business Management and Accounting		9	SECS-P/08
	Organizational Development and Change		6	SECS-P/10
	Personnel Economics and HR Metrics		9	SECS-P/10, SECS-P/01
		Total compulsory credits	30	

#### CURRICULUM: [B72-B] COMPARATIVE SOCIAL POLICY AND EMPLOYMENT RELATIONS

<b>1st COURSE YEAR Core/compulsory courses/activities common Curriculum-specific features COMPARATIVE SOCIAL POLICY AND EMPLOYMENT RELATIONS</b>				
Distribution	Learning activity	Teaching units/modules	Ects	Sector
	Comparative Political Economy (tot. credits: 12)		3	SPS/04
			3	SPS/04
			3	SPS/04
			3	SPS/04
		Total compulsory credits	12	
<b>2nd COURSE YEAR (active from the academic year 2015/16) Core/compulsory courses/activities common Curriculum-specific features COMPARATIVE SOCIAL POLICY AND EMPLOYMENT RELATIONS</b>				
Distribution	Learning activity	Teaching units/modules	Ects	Sector
	Advanced Labour Law		6	IUS/07

	Comparative Employment Relations		6	SPS/09
	Labour Markets and Globalization		6	SPS/09
	Social Innovation and the Welfare Mix		9	SPS/04
		Total compulsory credits	27	