



MLS

UNIVERSITA' DEGLI STUDI DI MILANO
PROGRAMME DESCRIPTION - ACADEMIC YEAR 2019/20
MASTER DEGREE

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

HEADING

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

PERSONS/ROLES

Head of Study Programme

Prof. Luca Solari

Tutors - Faculty

International affairs delegate

Dott. Luca Carollo

Degree Course website

www.sps.unimi.it/corsi-di-laurea; <http://www.mls.unimi.it>

<https://www.unimi.it/it/taxonomy/term/10>

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.

Acquired skills and competences

The MLS programme aims at providing its students with advanced and complete training in different disciplines with impacts in the broad domain of employment and labour.

Key features of the programme include:

- helping students to recognize and master the social science basis and inter-disciplinary nature of employment and labour regulation at both the systemic (policy-related) and organizational (HRM) level
- enabling students to analyse and evaluate decisions in the realm of employment and labour from different perspectives
- providing methodological support for decision analysis and decision-making
- by promoting critical and argumentative thinking
- comparing contexts and decisions in a comparative and global perspective

In addition, each of the two curricula has specific key features:

- Human Resource Management and Employment Relations (HRMER): analysis and evaluation of HR policies and approaches, design of HR practices, and change management of HR practices by adopting advanced methodologies, analytical tools and quantitative and qualitative techniques
- Comparative Social Policy and Employment Relations (CSPER): identification of socio-economic change at the domestic, European and global level, analysis of the interdependence between States and markets in advanced economies from a political economy, economic sociology and law perspective, a focus on social innovation and the welfare mix in contemporary policy responses.

For the Academic Year 2019/2020 the first year of COMPARATIVE SOCIAL POLICY AND EMPLOYMENT RELATIONS curriculum will be deactivated

MLS students will master theoretical and applied knowledge and skills in each of the following fields:

- Organization and management
- Human resource management
- Organizational development
- Training and development
- Hiring and recruitment
- Employment relations
- Industrial relations
- Labour and welfare policies
- Market and State roles in labour and welfare policies
- Labour laws and regulations
- Organizational behaviour
- Behavioural impact of incentives

Professional profile and employment opportunities

The programme is designed to prepare students for a range of careers in the fields of human resource management, management, human processes and relations consulting, labour policies, and international employment relations.

Upon graduation, students will be prepared for management and research positions requiring expertise in human resources, organisational behaviour, labour law, and labour and employment policy.

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.

Study and internships abroad

The program offers the option of attending part of the program in another European country, being part of the EMLS-European Master in Labour Sciences, established in 1993 in Toulouse by 4 universities acting as founding partners.

Presently, the EMLS network (<http://www.mest-emls.eu/>) operates in 10 European countries (Germany, The Netherlands, Great Britain, Ireland, Belgium, France, Portugal, Spain, Slovenia, Italy) through 13 member universities, among the most prestigious in this field:

- London School of Economics (UK); • Universidad Autonoma de Barcelona (ES); • Universität Bremen (DE)
- Université Catholique de Louvain (BE) ; • University College -Dublin (IE); • Università degli Studi di Firenze (IT); • Université de Toulouse 1 Capitole- Toulouse (FR); • Universität Trier (DE) ; • Warwick University (UK); • Universiteit van Amsterdam (NL); • Instituto Superior de Ciencias do Trabalho-ISCTE Lisboa (PT); University of Ljubljana (SL); Università degli Studi di Milano (IT)

The overall objective of the network has been to establish a joint curriculum, with a distinctive focus on Europe in order to promote a comparative approach both in research and education in the field of Labour Studies.

To this end, member universities have each developed a similar, and comparable, multidisciplinary program.

All member university shall:

1. Provide knowledge on the European context
2. Provide multidisciplinary training on labour studies (labour economics, labour sociology, labour psychology, labour law, labour politics, HRM)
3. Develop a European comparative approach

At the completion of the six-month program, which is part of the Erasmus+ program, students receive a degree from the Réseau Interuniversitaire Européen en Sciences du Travail.

On the basis of the existing relation within the EMLS-MEST program, the MLS course has established a bilateral double degree agreement with the Universität Bremen, which will award a dual graduation to participating students.

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 this 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

E-mail: mobility.out@unimi.it

Desk opening hour: Monday-friday 9 - 12

1st COURSE YEAR Core/compulsory courses/activities common to all curricula				
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	
2nd COURSE YEAR Core/compulsory courses/activities common to all curricula				
Distribution	Learning activity	Teaching units/modules	Ects	Sector
	Labour Market, Education and Training		12	SECS-P/01, SPS/09

Other learning activities chosen by the student for all curricula

Students need to choose one or more courses to obtain the required 9 CFU. The choice is unrestrained.

Students need to acquire 3 CFUs choosing from: internship, workshops, other activities

Final learning activities for all curricula

Final exam		21
	Total compulsory credits	21

ACTIVE CURRICULA LIST

HUMAN RESOURCE MANAGEMENT AND EMPLOYMENT RELATIONS Course years currently available: 1st , 2nd

COMPARATIVE SOCIAL POLICY AND EMPLOYMENT RELATIONS Course years currently available: 2nd

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

1st COURSE YEAR Core/compulsory courses/activities common Curriculum-specific features HUMAN RESOURCE MANAGEMENT AND EMPLOYMENT RELATIONS

Distribution	Learning activity	Teaching units/modules	Ects	Sector
	Organizational Behavior		9	M-PSI/06
		Total compulsory credits	9	

2nd COURSE YEAR Core/compulsory courses/activities common Curriculum-specific features HUMAN RESOURCE MANAGEMENT AND EMPLOYMENT RELATIONS

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/01, SECS-P/10
		Total compulsory credits	30	

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

1st COURSE YEAR (disactivated from academic year 2019/20) Core/compulsory courses/activities common Curriculum-specific features COMPARATIVE SOCIAL POLICY AND EMPLOYMENT RELATIONS

Distribution	Learning activity	Teaching units/modules	Ects	Sector
	Comparative Political Economy		12	SPS/04
		Total compulsory credits	12	

2nd COURSE YEAR Core/compulsory courses/activities common Curriculum-specific features COMPARATIVE SOCIAL POLICY AND EMPLOYMENT RELATIONS

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	