



UNIVERSITA' DEGLI STUDI DI MILANO
PROGRAMME DESCRIPTION - ACADEMIC YEAR 2020/21
MASTER DEGREE IN
MANAGEMENT OF HUMAN RESOURCES (MHR) (Classe LM-77)
Enrolled from academic year 2020/2021

HEADING

Degree classification - Denomination and code:	LM-77 Management studies
Degree title:	Dottore Magistrale
Length of course:	2 years
Credits required for admission:	180
Total number of credits required to complete programme:	120
Course years currently available:	1st
Access procedures:	open, subject to entry requirements
Course code:	B78

PERSONS/ROLES

Head of Study Programme

Prof. Silvia Gilardi

Degree Course Coordinator

Prof.ssa Silvia Gilardi

Tutors - Faculty

Academic guidance tutor: Prof. Luca Solari, Prof.ssa Silvia Gilardi, Prof. Massimo Pallini

Tutors - Students

Dott.ssa Maria Giulia Montanari

Degree Course website

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

Degree Course E-mail

Email: mhr@unimi.it

CHARACTERISTICS OF DEGREE PROGRAMME

General and specific learning objectives

The Msc in Management of Human Resources (MHR) is an academic program designed to prepare students to accomplish an international career in the field of human resources. The program extends on 2 years with regular classes and a set of workshops and labs to develop a rigorous and relevant knowledge in this field.

The program is the only academic program in Human resources in English offered in Italy and is characterized by a comparative approach, a strong orientation toward analytics, and the adoption of a learning-by-doing teaching approach.

The program allows students to have direct access to a network of practitioners, companies, and institutions to enlarge the breadth of their learning through keynotes and project works.

Apart from offering the intense experience of life and learning in Milan, the course provides opportunities for internships and Erasmus exchange programs.

Expected learning outcomes

The MHR program aims at providing its students with advanced and complete training in different disciplines with impacts on human resources

Students will learn to:

- analyze and evaluate HR policies and approaches
- design HR practices
- change HR practices by adopting advanced methodologies, analytical tools and quantitative and qualitative techniques

MHRstudents 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
- Labor laws and regulations
- Organizational behavior
- HRIS
- HR Analytics

Professional profile and employment opportunities

The program is designed to prepare students for a range of careers in the fields of human resource management, management, human processes and relations consulting.

Upon graduation, students will be prepared for management positions requiring expertise in human resources, organizational behavior, labor law, and management.

Pre-requisites for admission

The program is intended for top-level Italian and international students and is subject to rigorous analysis of requisites for admission.

Applicants should have a bachelor's degree or equivalent; a strong interest and/or previous studies in economics, management, sociology, political sciences or related subjects; undergraduate or graduate training in mathematics and quantitative methods or a strong motivation to quickly fill their gaps in these fields; a sound knowledge of spoken and written English.

The evaluation process will consider the applicants' prior academic record and its consistency with the above mentioned criteria. Admission is based on academic excellence.

Eligible candidates must meet the following requirements:

a) Applicants who have obtained their bachelor's degrees from Italian Universities are eligible for admission if they hold a "laurea" degree pertaining to any one of the "classi di laurea" (degree classes) listed below under the heading "Note 1". Applicants who have completed their undergraduate studies at foreign universities are eligible for admission if they hold a bachelor's degree in economics, political science, or other broadly related subjects (from history to industrial engineering, from management to mathematics, from philosophy to sociology, and so on), provided that their bachelor's degree may be regarded as equivalent to one of the Italian "laurea" degrees listed below (Note 1).

b) All candidates holding a different bachelor's degree must have earned at least 9 ECTS in economics and/ or mathematics/ statistics. The ECTS credit value of foreign applicants' undergraduate studies will be assessed by the MHR admissions committee. Applicants holding an Italian bachelor's degree must have earned the required credits within the set of admissible "settori scientifico-disciplinari" (disciplinary scientific sectors) listed below under the heading "Note 2". Applicants who have completed their undergraduate studies at foreign universities should exhibit a comparable academic record or competence in logic, statistics and mathematics.

c) Non-native speakers of English must be able to demonstrate their knowledge of English either by showing they have at least one year of university studies at institutions where the language of instruction is English, or by providing evidence of possessing a IELTS score of at least 5.5 or an equivalent to level B2 in the Common European Framework of Reference.

d) Admission will be decided on the basis of academic merit, coherence of their previous curriculum and a test which will be assigned upon application. Applicants might be interviewed for admission.

Admissions will be continuous during the Admission window with the possibility of early admission decisions.

* Note 1 (in Italian)

- L-05 – Filosofia
- L-08 – Ingegneria dell'Informazione
- L-09 – Ingegneria industriale
- L-14 – Scienze dei servizi giuridici
- L-16 – Scienze dell'amministrazione e dell'organizzazione
- L-18 – Scienze dell'economia e della gestione aziendale
- L-20 – Scienze della comunicazione
- L-24 – Scienze e tecniche psicologiche
- L-31 – Scienze e tecnologie informatiche
- L-33 – Scienze economiche
- L-35 – Scienze matematiche
- L-36 – Scienze politiche e delle relazioni internazionali
- L-37 – Scienze sociali per la cooperazione, lo sviluppo e la pace
- L-40 – Sociologia

- L-41 – Statistica

* Note 2 (in Italian)

at least 9 ECTS: SECS-S/01 – Statistica; SECS-S/03 – Statistica economica; SECS-S/05 – Statistica sociale; SECS-S/06 – Metodi matematici dell'economia e delle scienze attuariali e finanziarie; SECS-P/05 – Econometria; MAT/01 – Logica matematica; MAT/05 – Analisi matematica; MAT/06 – Probabilità e statistica matematica

Compulsory attendance

Attendance is mandatory

Degree programme final exam

Having earned at least 105 credits for the learning activities contemplated by his/her study plan, a student may be admitted to the final examination leading to the award of the master's degree.

A total of 15 credits are reserved for the design, preparation and writing up of the master's dissertation.

The formal assignment of these credits can only take place at the moment when the dissertation is completed and discussed and the final examination has been passed.

The final examination consists in the submission and public discussion, before a committee, of a master's dissertation or a Business Plan.

The master's dissertation is an original piece of work, written by the candidate under the guidance of a supervisor.

EXPERIENCE OF STUDY ABROAD AS PART OF THE DEGREE 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

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

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 Festa del Perdono 7 (first floor)

Tel. 02 503 13501-12589-13495-13502

E-mail: mobility.out@unimi.it

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

ADMISSION CRITERIA: 1ST YEAR OPEN, SUBJECT TO ENTRY REQUIREMENTS

Application and enrolment information and procedures

Applicants, both foreign and Italian holding a bachelor's degree or expecting to obtain it by December 31st, 2020, must apply for admission to the MHR programme from March 1st to August 28th, 2020.

Non EU Applicants from outside Italy holding a non-Italian bachelor's degree or expecting to obtain it by December 31st, 2020, must submit a pre-application at the Italian Embassy of their own country.

Applicants will be selected on the basis of an interview, aimed at ascertaining the applicants' motivations, as well as their knowledge and competences in the core areas of the MHR programme.

Links to enrolment information and procedures

<https://www.unimi.it/en/study/enrolment>

N° of places reserved to non-EU students resident abroad

25

1st COURSE YEAR Core/compulsory courses/activities		
Learning activity	Ects	Sector
Advanced Labour Economics + Personnel Economics	12	SECS-P/01
Comparative and European Labour Law	9	IUS/07
Data Analysis and Statistics	6	SECS-S/03
Digital HR and Analytics	9	SECS-P/10
HR Information Systems	9	INF/01
Human Resources Management	6	SECS-P/10
International Business Management and Accounting	9	SECS-P/07
Organizational Behavior	9	M-PSI/06
Total number of compulsory credits/ects		69
2nd COURSE YEAR (available as of academic year 2021/22) Core/compulsory courses/activities		
Learning activity	Ects	Sector
Hiring and Recruitment	6	SPS/09
Total number of compulsory credits/ects		6
Elective courses		
Students need to choose one or more courses to obtain the required 18 CFU. When choosing students are allowed to choose maximum one course in the M-PSI/06 or SPS/09 or SECS-P/01 areas		
Advanced Strategic Management	9	(6) SECS-P/08, (3) SECS-P/07
Comparative industrial relations	9	SPS/09
Conflict Management and Negotiation	9	M-PSI/06
Empirical methods for inequality analysis	9	SECS-P/01
Learning and development	9	M-PSI/06
Organizational innovation and technology	9	(3) SECS-P/08, (6) SECS-P/10
Organizational Transformation and Change	9	SECS-P/10

<i>Further elective courses</i>		
Students must obtain 9 CFU from one or more optional activities upon their choosing.		
Among optional activities, students need to acquire 3 CFU choosing from: internship, workshops, assessment of advanced computer skills, assessment of advanced knowledge foreign language, traineeship		
Advanced Language Skills: French (3 ECTS)	3	ND
Advanced Language Skills: German (3 ECTS)	3	ND
Advanced Language Skills: Spanish (3 ECTS)	3	ND
<i>End of course requirements</i>		
Final exam	15	NA
Total number of compulsory credits/ects	15	