



UNIVERSITA' DEGLI STUDI DI MILANO
PROGRAMME DESCRIPTION - ACADEMIC YEAR 2021/22
IN
MANAGEMENT OF HUMAN RESOURCES (MHR) (Classe LM-77)
Enrolled from academic year 2020/2021

HEADING

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|--|-------------------------------------|
| Degree classification - Denomination and code: | LM-77 |
| 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 , 2nd |
| Access procedures: | open, subject to entry requirements |
| Course code: | B78 |

PERSONS/ROLES

Head of Study Programme

Prof.ssa Silvia Gilardi

Tutors - Faculty

Prof.ssa Silvia Gilardi

Prof. Massimo Pallini

Prof. Luca Solari

International affairs delegate

Prof.ssa Lisa Dorigatti

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 from the ones listed in Note 1 must have earned at least 9 ECTS in economics or mathematics/ statistics. The ECTS credit value of foreign applicants undergraduate studies will be assessed by the MLS 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 minimum English language proficiency at level B2 within the Common European Framework of Reference for Languages (CEFR). The English level B2 is assessed by the University Language Centre SLAM throughout the admission process in the following ways:

- language certificate achieved no more than three years prior to the submission, at level B2 or higher, recognized by the University (the list of recognized language certificates can be found at: <https://www.unimi.it/en/study/language-proficiency/placement-tests-entry-tests-and-english-courses>). The language certificate must be uploaded during the admission process;
- level of English assessed by SLAM during the bachelor's degrees obtained at the University of Milan. English levels B2 achieved no more than four years previously are deemed valid. The verification is automatic with no need to attach any certificate during the application phase;
- entry test, organized by SLAM. The calendar of the entry test will be posted on the Degree Course website (<https://mhr.cdl.unimi.it/en/enrolment>)

d) Admission will be decided on the basis of academic merit, coherence of their previous curriculum with the learning objectives of the Master's degree in Management of Human resources, and a test which will be assigned upon application. Applicants might be interviewed for admission.

Each applicant will have to submit, together with the application, a detailed curriculum vitae. Failing to provide the above mentioned documentation, the applicant will be excluded from the selection procedure.

* 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 the 27 EU member countries and other Extra-EU 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 program, which is part of the Erasmus+ program, students receive a degree from the Réseau Interuniversitaire Européen en Sciences du Travail.

How to participate in Erasmus mobility programs

The students of the University of Milan can participate in mobility programmes, through a public selection procedure.

Ad hoc commissions will evaluate:

- Academic career
- 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 (from 2/3 to 12 months), 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

Contacts: InformaStudenti mobility.out@unimi.it

Student Desk booking through InformaStudenti

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, 2021, must apply for admission to the MHR programme from March 1st to June, 30 2021.

Extra-EU Applicants from outside Italy holding a non-Italian bachelor's degree or expecting to obtain it by December 31st, 2021, must submit a pre-application at the Italian Embassy of their own country. Extra-EU Applicants must apply for admission to the MHR programme from March 1 to May, 31 2021.

Applicants will be selected on the basis of academic merit, coherence of their previous curriculum with the learning objectives of the Master's degree in Management of Human resources, and a test which will be assigned upon application. Applicants might be interviewed for admission, 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 Behaviour | 9 | M-PSI/06 |
| Total number of compulsory credits/ects | | 69 |
| 2nd COURSE YEAR Core/compulsory courses/activities | | |
| Learning activity | Ects | Sector |
| Hiring and Recruitment | 6 | SPS/09 |
| Total number of compulsory credits/ects | | 6 |

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| <i>Elective courses</i> | | | |
| 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 courses upon their choosing. | | | |
| Moreover, 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 | |