



UNIVERSITA' DEGLI STUDI DI MILANO
PROGRAMME DESCRIPTION - ACADEMIC YEAR 2022/23
IN
MANAGEMENT OF HUMAN RESOURCES (MHR) (Classe LM-77)
Enrolled from academic year 2020/2021

HEADING

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: delegate for internship and traineeship abroad.

Prof.ssa Lisa Dorigatti: delegate for Erasmus exchange programmes.

Prof. Nazareno Panichella: quality assurance delegate.

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 Master's degree programme in Management of Human Resources (MHR) is designed to prepare students to accomplish an international career in the field of human resources. The programme extends on two years with classes, workshops, and labs to develop rigorous and relevant knowledge in this field.

It is the only two-year academic programme in Human resource management entirely taught in English that is offered in Italy. It is characterized by a comparative approach, a strong orientation toward analytics, and the adoption of a learning-by-doing teaching approach.

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

Along with offering the intense experience of life and learning in Milan, the MHR programme provides opportunities for internships and international mobility (i.e., Erasmus exchange programmes).

Expected learning outcomes

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

Students will learn to:

- analyse and evaluate HRM policies and approaches.
- design HRM practices.
- change HRM practices by adopting advanced methodologies, analytical tools and quantitative and qualitative techniques.

MHR students will master theoretical and applied knowledge and skills in each of the following areas:

- Organization and strategic management
- Human resource management

- Organizational development
- Training and development
- Hiring and recruitment
- Employment relations
- Industrial relations
- Labour laws and regulations
- Organizational behaviour
- Human Resource Information System (HRIS)
- Digital HR and Analytics

Professional profile and employment opportunities

This two-year master's degree programme is designed to prepare students for a range of careers in the fields of human resource management, such as, for example, HR business partner, talent management specialist, learning and development specialist, employee experience specialist, diversity and inclusion specialist, organization development specialist, compensation and reward specialist, industrial relations specialist, people analytics specialist.

Upon graduation, students will be prepared for management positions requiring expertise in human resources, organizational behaviour, labour law, personnel economics and organizational change management.

Pre-requisites for admission

The programme is intended for top-level Italian and international students and it 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 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) Proficiency in English at a B2 level or higher, under to the Common European Framework of Reference for Languages (CEFR), is required for admission.

The B2-level requirement will be ascertained by the University Language Centre (SLAM) upon admission as follows:

- By a Bachelor's degree with English as teaching Language. The degree must be uploaded when submitting the online application.

- By a language certification at or above B2, obtained no more than 3 years earlier. For the list of language certifications recognized by the University please review: <https://www.unimi.it/en/study/language-proficiency/placement-tests-and-english-courses/accepted-language-certificates>. The certification must be uploaded when submitting the online application.

- By the English level achieved during a Bachelor's degree programme through SLAM courses and tests. The certificates must be less than four years old, and will be assessed administratively, without the applicant having to attach any certificates.

- By the entrance test, which will be delivered by SLAM. The calendar of the entrance test will be posted on the SLAM website and on the Degree Course website (<https://www.unimi.it/en/study/language-proficiency/placement-tests-and-english-courses/english-entry-tests>).

All those who fail to submit a valid certificate or do not meet the required proficiency level will be invited to take the test through the admission procedure.

Candidates who do not sit or pass the entrance test cannot sit further tests.

Candidates who do not sit or pass the entrance test will have until 31 August 2022 to obtain and submit one of the recognized certifications to the SLAM.

Students who do not meet the requirement by 31 August will not be admitted to the Master's degree programme.

d) Admission will be awarded 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 admission 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

Language test / computer literacy test

International students without an Italian degree or diploma can obtain 3 credits in Additional language skills: Italian by proving an Italian language proficiency at level B2 within the Common European Framework of Reference for Languages (CEFR). This level can be assessed by the end of the degree course in the following ways:

- by submitting the language certificate achieved no more than three years prior to the submission, at level B2 or higher, recognised by the University (the list of recognised language certificates can be found at: <https://www.unimi.it/en/node/349/>). The language certificate must be uploaded through the service <https://informastudenti.unimi.it/saw/ess?AUTH=SAML>, by choosing the category SLAM;
- by an entry-level test, organised by SLAM, which can be taken at the beginning of every semester.

Students who fail to reach level B2 will have to attend a 60-hour Italian course organised by SLAM and to pass the final test during the I semester of the second year of study in order to earn 3 ECTS credits of Additional Language Skills: Italian.

Compulsory attendance

Attendance is mandatory

Degree programme final exam

Having earned at least 105 credits for the learning activities included in 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 once the dissertation is 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 an exciting new environment.

The agreements entered into by the University with over 300 universities from the 27 EU member 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 (<https://www.emls-mest.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-ISCITE 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

How to participate in Erasmus mobility programs

The students at 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 for Erasmus+ mobility for study generally begins around February each year with the publication of a call for applications specifying destinations and requirements. Regarding the Erasmus+ Mobility for Traineeship, the University of Milan usually publishes two calls a year enabling students to choose a destination defined by an inter-institutional agreement or to find a traineeship position on their own.

The University organizes informative meetings to illustrate mobility opportunities and rules for participation.

Erasmus+ scholarship

The European Union grants the winners of the Erasmus+ programme selection a scholarship to contribute to their mobility costs, which may be 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 SLAM - University of Milan Language Centre.

Learn more at <https://www.unimi.it/en/node/8/>

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 <https://www.unimi.it/en/study/student-services/welcome-desk-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, 2022, must apply for admission to the MHR programme from March 15th to June 30th, 2022.

Extra-EU applicants from outside Italy, holding a non-Italian bachelor's degree or expecting to obtain it by December 31st, 2022, 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 15th to May 31st, 2022.

Applicants will be assessed 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, assigned upon application, aimed at evaluating the applicants' basic knowledge in the core areas of the MHR programme. Applicants might be interviewed for admission.

More details are available on the following MHR programme webpage: <https://mhr.cdl.unimi.it/en/enrolment>.

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
Elective courses		
Students must get 18 credits (CFU/ECTS) by choosing two courses from the following list.		
To obtain the required 18 CTU/ECTS, students need to choose a maximum of 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
Compensation and benefit	9	SECS-P/10
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
Further elective courses		
Students must get 9 CFU/ECTS by choosing one or more courses offered by the University of Milan. The course of choice has to award a final mark.		
Please check https://mhr.cdl.unimi.it/en/courses/9-credit-courses.		
Moreover, students must get 3 CFU by choosing from internship, workshops, assessment of advanced computer skills, assessment of advanced knowledge foreign languages, traineeship abroad.		
Please check https://mhr.cdl.unimi.it/en/courses/3-credit-activities.		
Students who do not have an Italian qualification can choose to obtain 3 CFU in Additional language skills: Italian (for more details see the section Language test / computer literacy test)		
Additional Language Skills: Italian (3 ECTS)	3	ND
Advanced Language Skills: French (3 ECTS)	3	ND
Advanced Language Skills: German (3 ECTS)	3	ND
Advanced Language Skills: Spanish (3 ECTS)	3	ND
End of course requirements		
Final exam	15	NA
Total number of compulsory credits/ects		15