GENERALITA’

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<th>Classe di laurea di appartenenza:</th>
<th>LM-62 SCIENZE DELLA POLITICA (Classe LM-62)</th>
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<td>Dottore Magistrale</td>
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<td>Curricula attivi:</td>
<td>HUMAN RESOURCE MANAGEMENT AND EMPLOYMENT RELATIONS</td>
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<td>Durata del corso di studi:</td>
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<td>Cfu da acquistare totali:</td>
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<td>Modalità accesso:</td>
<td>Libero con valutazione dei requisiti di accesso</td>
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<td>Codice corso di studi:</td>
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</table>

RIFERIMENTI

Presidente Collegio Didattico
Prof. Luca Solari

Sito web del corso di laurea
https://mls.cdll.unimi.it/en

Degree Course E-mail
Email: mls@unimi.it

CARATTERISTICHE DEL CORSO DI STUDI

Obiettivi formativi generali e specifici

The Msc in Management of Human Resources and Labour Studies (MLS) is an inspiring and challenging two-year programme that complements a business and management orientation with rigorous, interdisciplinary social science training, all from a comparative perspective.

The distinctive nature of the programme lies in its comparative approach, strong orientation toward analytics, and the adoption of a learning-by-doing teaching approach which is enriched by laboratories, guest speakers, and events. The programme furnishes access to a network of practitioners, companies, and institutions to enlarge the breadth of learning by the students.

The course encourages students to extend their learning at the international level by joining the European Master in Labour Studies, and it provides opportunities for internships and Erasmus exchange programs. The programme offers two curricula entirely taught in English and which represent two interconnected aspects of the area of Management of Human Resources and Labour Studies:

1. The Human Resource Management and Employment Relations curriculum prepares students for a career in human resource management at the global level, with specific attention to a multidisciplinary set of competencies covering diverse topics like labour law, labour economics, industrial relations, organizational behaviour, as well as the different HR practices.

2. The Comparative Social Policy and Employment Relations curriculum prepares students for careers as social and labour policy analysts, project officers or policymakers, in the private and public sector, in applied research, social research institutions, public administrations, European and international institutions, NGOs. Its graduates are qualified to start an academic career at international academic institutions in the social science field.

Risultati di apprendimento attesi

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

Profilo professionale e sbocchi occupazionali
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.

Conoscenze per l’accesso
The programme is intended for top-level Italian and international students. A maximum of 55 students are admitted each year, which guarantees an optimal ratio between instructors and students. Admission is based on academic excellence. 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, their motivation, and performance in the test.

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 6 ECTS in economics and/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 IELTS score of at least 5.5 or an equivalent to level B2 in the Common European Framework of Reference.
d) All candidates shall complete an online test to ascertain their knowledge. The test is composed of multiple choice questions. Candidates can prepare on the following textbooks:
1. Labour Economics
2. Labour Law
   A. S. Bronstein (2009), International and comparative labour law: current challenges, Palgrave Macmillan
3. Sociology of Work
   R. Swedberg (2003), Principles of Economic Sociology, Princeton UP
4. Social and Work Policies
   Francis G. Castles, Stephan Leibfried, Jane Lewis, Herbert Obinger, and Christopher Pierson (Eds.) (2010), The Oxford Handbook of the Welfare State, Oxford University Press, in particular parts V (Policies) and VII (Worlds of Welfare)
5. Organization Theory and Design
6. Strategic Human Resources
7. Organizational Behaviour

e) When entering their application, applicants shall upload:
A. a letter where they explain their motivation for joining the programme, and
B. (at least) one recommendation letter, which specifically describes past academic or professional accomplishments, identifies strengths and weaknesses, evaluates the candidate in terms of academic (or professional) performance, commitment, and teamwork.

f) Applicants might be required to take an online interview through Skype

Admissions will be continuous during the Admission window with the possibility of early admission decisions. Final decisions will be communicated with the following calendar:
A. Max 10 candidates admitted within Apr 30th
B. Max 10 candidates admitted within May 31st
C. Max 20 candidates admitted within Jun 30th

Admitted candidates will have one month to formally enrol. Failure to do so will result in the candidate being excluded and the next available candidate being notified of admission.

* Note 1 (in Italian)
- L-05 Filosofia, - L-07 Ingegneria civile e ambientale, - 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 6 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

**Obbligo di frequenza**
Attendance is mandatory

**Caratteristiche della prova finale**
Having earned at least 99 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 21 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. The master’s dissertation is an original piece of work, written by the candidate under the guidance of a supervisor.

**ESPERIENZA DI STUDIO ALL’ESTERO NELL’AMBITO DEL PERCORSO FORMATIVO**
The program offers the option of attending part of the program in another European country, being part of the EMLS-Europe Master in Labour Sciences network (EMLS/MEST), established among 12 leading European universities:

- ISCTE Lisboa (PT);
- London School of Economics (GB);
- Universidad Autonoma de Barcelona (E);  
- Università degli Studi di Firenze (I);
- Universität Bremen (D);
- Universität Trier (D);
- Université Catholique de Louvain (B);
- Université des Sciences Sociales de Toulouse (F);
- Universiteit van Amsterdam (NL);
- University College Dublin (IE);

**Cosa offre il corso di studi**

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);
- Universidade 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);
- Universität von Amsterdam (NL);
- Instituto Superior de Ciencias do Trabalho-ISCTE Lisboa (PT);
- University of Ljubljana (SL);
- Universität degli Studi di Firenze (I);
- Universidad Autonoma de Barcelona (E);
- London School of Economics (GB);
- ISCTE Lisboa (PT);
- London School of Economics (GB);
- Universidad Autonoma de Barcelona (E);
- Università degli Studi di Firenze (I);
- Universität Bremen (D);
- Universität Trier (D);
- Université Catholique de Louvain (B);
- Université des Sciences Sociales de Toulouse (F);
- Universiteit van Amsterdam (NL);
- University College Dublin (IE);

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.

MODALITÀ DI ACCESSO: 1° ANNO LIBERO CON VALUTAZIONE DEI REQUISITI DI ACCESSO

N° posti riservati a studenti extracomunitari non soggiornanti in Italia
25

1° ANNO DI CORSO Attività formative obbligatorie comuni a tutti i curricula

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<thead>
<tr>
<th>Attività formativa</th>
<th>Cfu</th>
<th>Settore</th>
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<tbody>
<tr>
<td>Advanced Labour Economics</td>
<td>6</td>
<td>SECS-P/01</td>
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<tr>
<td>Comparative and European Labour Law</td>
<td>9</td>
<td>JUS/07</td>
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<tr>
<td>Data Analysis and Statistics</td>
<td>5</td>
<td>SECS-S/04</td>
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<tr>
<td>Economic and Social Regulation of Labour</td>
<td>3</td>
<td>SPS/09</td>
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<td>Human Resources Management</td>
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2° ANNO DI CORSO Attività formative obbligatorie comuni a tutti i curricula

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</table>

Altre attività a scelta comuni a tutti i 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.

Attività conclusive comuni a tutti i curricula

<table>
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<th>Attività formativa</th>
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<th>Settore</th>
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<td>Final exam</td>
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ELENCO CURRICULA ATTIVI

HUMAN RESOURCE MANAGEMENT AND EMPLOYMENT RELATIONS Annualità attivate: 1°, 2°
COMPARATIVE SOCIAL POLICY AND EMPLOYMENT RELATIONS Annualità attivate: 2°

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

1° ANNO DI CORSO Attività formative obbligatorie specifiche del curriculum HUMAN RESOURCE MANAGEMENT AND EMPLOYMENT RELATIONS

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2° ANNO DI CORSO Attività formative obbligatorie specifiche del curriculum HUMAN RESOURCE MANAGEMENT AND EMPLOYMENT RELATIONS

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<tr>
<td>Hiring and Recruitment</td>
<td>6</td>
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<td>International Business Management and Accounting</td>
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<td>Organizational Development and Change</td>
<td>6</td>
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<tr>
<td>Personnel Economics and HR Metrics</td>
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CURRICULUM: [B72-B] COMPARATIVE SOCIAL POLICY AND EMPLOYMENT RELATIONS

Contenuto

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

1° ANNO DI CORSO(disattivato dall’a.a.2019/20) Attività formative obbligatorie specifiche del curriculum COMPARATIVE SOCIAL POLICY AND EMPLOYMENT RELATIONS

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<tr>
<td>Advanced Labour Law</td>
<td>6</td>
<td>IUS/07</td>
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<tr>
<td>Comparative Employment Relations</td>
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<td>SPS/09</td>
</tr>
<tr>
<td>Labour Markets and Globalization</td>
<td>6</td>
<td>SPS/09</td>
</tr>
<tr>
<td>Social Innovation and the Welfare Mix</td>
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<td>SPS/04</td>
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Totale CFU obbligatori 27