

| 62. LABOUR STUDIES AND HUMAN RESOURCES MANAGEMENT - LS-HRM | |
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| First Level | |
| Department of Political and Social Sciences (DPS) | |
| Course coordinator | Annalisa Tonarelli Vincenzo Cavaliere (Coordinatore scientifico) |
| Organizing committee | Vincenzo Cavaliere Annalisa Tonarelli Daria Sarti Maria Paola Monaco |
| Contact person for information regarding course organization, the schedule of classes and course content | annalisa.tonarelli@unifi.it |
| Practical-professional profile of the course and reference job market | <p>To effectively orient their actions with respect to a complex and rapidly changing reality, companies, interest groups and public bodies need professionals with organisational and management skills, as well as advanced skills in labour market analysis and a thorough and up-to-date knowledge of national and EU regulations and the main public intervention programmes.</p> <p>The Master course aims to meet this need by offering specialised multidisciplinary training, integrating elements of law, economics, management, political science and sociology, also in a European and comparative dimension. It is therefore tailored for people who have specific and motivated interest in pursuing a career path in the field of labour and management.</p> <p>Students are prepared for positions of responsibility in private and public structures, in both national and international contexts, as experts in human resources management and development, management, industrial relations, labour and welfare policies and, in general, in the analysis of phenomena and problems relating to the job world and business management.</p> <p>The resulting professional profile has been verified through both scientific research and discussions with industry organisations and personnel managers. To achieve these goals, the Master course combines traditional teaching and active teaching. It also offers students the opportunity to take part in a mobility programme, which consists in attending second semester classes and related exams abroad. To this end, it draws on the consolidated experience of an inter-university network (http://www.mest-emls.eu/) operating since 1993 and now consisting of thirteen European universities that collaborate in developing and updating a shared training programme.</p> <p>At the end of the course, students will have acquired knowledge and skills typical of professionals working in Labour and Welfare studies, Personnel Management, Organisational and Human Resources Management Consulting, and Industrial Relations.</p> |

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| Titoli di accesso | A bachelor's or master's degree or single-cycle master's degree awarded according to the system under Ministerial Decree No. 270/2004 or Ministerial Decree No. 509/1999 or previous systems. |
| Admission procedure | Selection based on qualifications combined with an exam to assess motivation and orientation. The exam will consist in a motivational interview. |
| Duration | 9 months |
| Teaching methods | In person |
| Language the course will be delivered in | Italian |
| Attendance requirement: | 67% |
| Course location | Novoli Scienze Social Sciences campus, Via delle Pandette 32; Firenze |
| Foreseen lecture days | weekends, including Saturdays |
| Exam procedures and schedule | Exams will be held at the end of each module at least 2 weeks after the last class. |
| Final exam | At the end of the course, there is a final exam during which students must present a paper. The work can also be done in groups. |

| Number of available places and enrolment fees | |
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| Full-fee students | |
| Minimum no. of places | 11 |
| Maximum no. of places | 20 |
| Enrolment fee | 3,400 Euros |
| Single modules | |
| None planned | |

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| Description of traineeship activities and training objectives | <p>The skills and expertise acquired during the internship or other practical training activities or project work complete the student's professional training. The aim is to develop, through processes of learning-by-doing, coaching and shadowing, case studies or project structuring, skills in personnel management at strategic and operational levels, industrial and labour relations management and development of active policies in the labour market. The course therefore constantly selects key companies availing themselves of the contribution of the Italian Association for Personnel Management Tuscany (AIDP Tuscany) and the PIN in Prato. The internship will be held in key organizational units of companies, mainly in sales and marketing, management control, logistics, and labour organization. The assigned internship-company will take into consideration the professional interests and skills shown by students during their studies. 75 total hours of internship or project work.</p> |
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