

Syllabus

Course description

Course title	Human Resource Management in the Public Sector
Course code	27616
Scientific sector	SECS-P/10
Degree	Master in Public Policy and Innovative Governance (LM-63)
Semester and academic year	Semestre: tbd - ay 2025/2026
Year	2nd year
Credits	6
Modular	no

Total lecturing hours	36
Total lab hours	-
Total exercise hours	-
Attendance	Warmly suggested, but not required.
Prerequisites	No formal prerequisite is set; nevertheless, familiarity with topics covered by an introductory course in Management is expected.
Course page	Course Offering - enrolled from 2024 / Free University of Bozen-Bolzano (unibz.it)
Specific educational objectives	<p>The course refers to the typical educational activities and belongs to the scientific area of Economics and Business Administration.</p> <p>This course focuses on effective human resource management within the constraints of the legal, social, political, technological, and economic landscapes, particularly in the public sector. It emphasizes strategic thinking in applying HRM models, concepts, and tools to contemporary issues and sustainability, aligning with UN goals on gender equality and economic growth. Students will understand HRM theories, tools, and challenges, learning to link theory with practice and explore HRM's role in strategic organization management and public sector innovation.</p> <p>The specific educational objectives of the course are to acquire and master basic and advanced knowledge and competence on most important approaches, models, concepts, and analytical tools of Human Resource Management. Special emphasis is placed on the links between theory and practice and the contribution to innovative governance. At the end of the course the students will be able to interpret, analyze, and discuss the main issues related to the management of human resources in organizations with a special focus on the public service and innovative governance.</p>

Lecturer	TBA
Scientific sector of the lecturer	SECS P/10
Teaching language	English
Office hours	18 hours
Lecturing assistant	-
Teaching assistant	-
List of topics covered	Introduction to HRM in the public sector; Recruitment and Selection; Public Service Motivation; Compensation and Benefits; Training, learning, and development; Talent management; International HRM.
Teaching format	<p>The course is based on both frontal lectures and the discussion of case studies. An active participation of the students in classroom discussion is required.</p> <p>Students will work on various case studies to understand the practical relevance and provide insights into real-world challenges and best practices in HRM within the public sector.</p>
Learning outcomes	<p>Knowledge and understanding: Students learn about contemporary HRM issues and challenges and understand the main elements of the HRM function (e.g. – recruitment, selection, training and development, etc.) and their relevance to the strategic management of an organization.</p> <p>Applying knowledge and understanding: Students will learn to effectively discuss and assess HR strategies aimed at maximizing human resource potential within organizations. They will gain proficiency in analyzing HRM policies and practices critically, ensuring these align with organizational strategic goals. This includes a comprehensive understanding of HRM's role in organizational strategy and its contribution to public sector missions and objectives. The course also emphasizes guiding HRM initiatives from planning to execution, focusing on their societal, economic, and environmental impacts, thereby preparing students to strategically enhance public sector HR governance.</p> <p>Making judgments: Students will learn to evaluate and select the most suitable approaches, models, processes, and tools for addressing diverse HRM aspects, with a focus on recognizing the unique challenges and strategies of HRM within the public sector context.</p> <p>Communication skills:</p>

	<p>Students develop communication skills for presenting the main HRM issues and challenges clearly and persuasively.</p> <p>Learning skills: Students develop the ability to establish links among relevant topics independently; developing the capacity of thinking, planning, and acting strategically when managing the human resources of an organization.</p>
Assessment	<p>For attending students</p> <p>A) Case Study Analysis and Presentation (30% of total grade): Students will be assigned to teams and provided with case studies that focus on practical HRM issues in the public sector, with an emphasis on sustainability and innovation. Each team will analyze their assigned case, develop solutions or strategies, and create a comprehensive PowerPoint presentation to communicate their findings during a presentation in class.</p> <p>B) Written Exam (70% of total grade): The written exam comprises essay questions that test the students' comprehension of key HRM theories, models, and practices in the context of the public sector.</p> <p>For non-attending students, the final exam will be the sole basis for the mark.</p>
Assessment language	English (B1 level in English required to sit the exam).
Evaluation criteria and criteria for awarding marks	<p>The presentation will be assessed based on the clarity and logic of the argument, the effectiveness of the solution, teamwork dynamics, and presentation skills, including the use of visual aids and engagement with the audience.</p> <p>In the exam, students will be evaluated on their comprehensive understanding of HRM principles, with a focus on their ability to critically analyze and apply these concepts to public sector scenarios. The structure and coherence of their arguments will be assessed, alongside their use of relevant evidence and examples to support their viewpoints. Additionally, the clarity of expression and the quality of writing, including the use of appropriate HRM terminology will be integral to their overall score.</p>
Required readings	<p>Berman, E.M., Bowman, J.S., West, J.P., Van Wart, M.R. (2021), Human Resource Management in Public Services: Paradoxes, processes, and problems. 47h Edition, Thousand Oaks, CA: Sage.</p> <p>Dessler, G. (2019), Human Resource Management, 16th Edition, Upper Saddle River, NJ: Pearson Education.</p>

	Sitko, R. (2023), Sustainable Human Resource Management: Using HRM to achieve long-term social, environmental and business goals. Kogan Page Publishers.
	Teaching materials provided by the instructor.
Supplementary readings	Materials will be provided by the lecturer.