

45. LABOR SCIENCES AND HUMAN RESOURCES MANAGEMENT - LS-HRM'	
Level I	
Department of Economics and Management (DISEI)	
Course coordinator	Vincenzo Cavaliere Luigi Burroni - Scientific coordinator
Executive Committee	Luigi Burroni Vincenzo Cavaliere Annalisa Tonarelli Sara Lombardi Maria Paola Monaco
Contact person for information regarding teaching organization, class schedule, course content	Donatella Perri donatella.perri@unifi.it
Practical-professional profile of the course and industry sector of reference	<p>To effectively orient their actions concerning a complex reality that is constantly and rapidly changing, companies, interest representation associations, and public bodies need professional figures with organizational and management skills, as well as advanced skills in labor market analysis and in-depth and up-to-date knowledge of national and EU regulations and major public intervention programs.</p> <p>This Master course meets this need by offering specialized training with a marked multidisciplinary character, integrating elements of law, economics, management, political science, and sociology in a European and comparative dimension. It is therefore aimed at people with a specific and motivating interest in pursuing a career path in labor and management.</p> <p>Students are prepared for positions of responsibility in private and public entities, in national and international contexts, as experts in human resources management and development, management, industrial relations, labor and welfare policies, and, in general, in the analysis of phenomena and problems related to labor and business management.</p> <p>The resulting professional profile has been verified through scientific research and discussions with industry organizations and personnel directors.</p> <p>To achieve these goals, the Master course combines traditional teaching and forms of active teaching. It also offers students the opportunity to pursue a mobility program, which consists of taking second-semester classes and taking related exams abroad. To this end, it draws on the established experience of an inter-university network (http://www.mest-emls.eu/) that has been active since 1993 and now consists of thirteen European universities, which collaborate in developing and updating a shared training program.</p> <p>To this end, training will be structured as follows:</p> <p>At the end of the course, learners will have acquired knowledge and skills typical of professionals in labor and Welfare Studies, Personnel Management, Organizational and Human Resource Management Consulting, and Industrial Relations.</p>
Access prerequisites	A bachelor's or master's degree or single-cycle degree awarded according to the system under Ministerial Decree No. 270/2004 or Ministerial Decree No. 509/1999 or previous systems.
How the admission	Selection by qualifications combined with test, aimed at verifying motivation e

procedure takes place	candidate orientation. The test will consist of a Motivational Interview.
Duration	9 months
Teaching methods	In-person classes
Language of instruction	Italian
Attendance requirements	67%
Location of the course	Novoli Social Sciences Campus
Foreseen lecture schedule	Weekends, including Saturdays
Examinations procedures and schedule	Tests will be held at the end of each subject at least 2 weeks after the last class.
Final examination	At the end of the course, there is a final test consisting of a paper presentation that can also be done in groups.

Available places and enrolment fees	
Full-fee students	
Minimum number	10
Maximum Number	19
Enrolment fee	€3,400
Single Modules	
None planned	

Description of the activities and training objectives of the internship	<p>The professionalizing slant of the course finds a natural complement of skills and expertise in the internship or other practical training activities or project work that aim 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 labor relations management and development of active policies in the labor market.</p> <p>Therefore, the course constantly selects key companies availing themselves of the contribution of the Italian Association for Personnel Management Tuscany (AIDP Tuscany) and PIN of Prato.</p> <p>The internship will be held in key organizational units of companies, mainly in sales and marketing, management control, logistics, and labor organization. The internship-company combination will consider the professional interest and skills manifested by the participants during their learning path.</p> <p>75 total hours of internship or project work.</p>
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ⁱ This document is a translation of the form A.1 relating to the characteristics of the course attached to the Decree of the Deputy number 873 (record 158006) of 25th of July 2022, drafted in Italian and issued on the Master | Didattica | Università degli Studi di Firenze | UniFI and which therefore constitutes the only official document. This English translation cannot be used for legal purposes and has the sole purpose of supplying information in English on the content of the public notice.