



COURSE DESCRIPTION HUMAN RESOURCES MANAGEMENT AND TEAM BUILDING

SSD: ORGANIZZAZIONE AZIENDALE (SECS-P/10)

DEGREE PROGRAMME: HOSPITALITY MANAGEMENT (P31)
ACADEMIC YEAR 2025/2026

COURSE DESCRIPTION

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GENERAL INFORMATION ABOUT THE COURSE

INTEGRATED COURSE: NOT APPLICABLE
MODULE: NOT APPLICABLE
TEACHING LANGUAGE: ITALIANO
CHANNEL:
YEAR OF THE DEGREE PROGRAMME: II
PERIOD IN WHICH THE COURSE IS DELIVERED: SEMESTER I
CFU: 6

REQUIRED PRELIMINARY COURSES

None.

PREREQUISITES

None.

LEARNING GOALS

The course focuses on issues related to human resource management and team dynamics. In line with the educational goals of the course study in Hospitality Management, the teaching aims at developing the ability to analyze and manage from a professional perspective organizational dynamics related to individual and group behavior. The course will be provided through lectures and active teaching methods.

EXPECTED LEARNING OUTCOMES (DUBLIN DESCRIPTORS)

Knowledge and understanding

The course provides students with the knowledge and basic methodologies necessary to analyze the organizational dynamics of human resources and teams with reference to hospitality management contexts. Such knowledge will allow students to understand and critically deal with topics related to teams. At the end of the course the student will be able to know and identify in an organizational context the issues related to the relationship between individuals, groups and organizations.

Applying knowledge and understanding

The course will allow students to apply some of the main motivational theories and techniques of human resource management and team building in the context of hospitality industry.

COURSE CONTENT/SYLLABUS

People management, motivation, competences at work. Human resources development. Work organization, job design, commitment. Measuring and assessing individual and collective performance. Group organization and management. Team building techniques. Organizational culture.

READINGS/BIBLIOGRAPHY

References for study will derive from textbooks, case studies, interactive simulations, readings, papers from leading management journals. Reference book: de Vita, P., Mercurio, R., Testa, F. (a cura di), (2024). *Organizzazione Aziendale: assetto e meccanismi di relazione*, Torino, Giappichelli, Cap.: Pref., 1, 2, 3, 4 (solo par. 4.9), 6 (solo par. 6.1, 6.2, 6.3), 8, 9.

TEACHING METHODS OF THE COURSE (OR MODULE)

Lectures, exercises.

EXAMINATION/EVALUATION CRITERIA

a) Exam type

- Written
- Oral
- Project discussion
- Other

In case of a written exam, questions refer to

- Multiple choice answers
- Open answers
- Numerical exercises

b) Evaluation pattern