UNIVERSITÀ DEGLI STUDI DI MILANO

CONCORSO PUBBLICO, PER TITOLI ED ESAMI, A N. 2 POSTI DI CATEGORIA D - AREA AMMINISTRATIVA-GESTIONALE – SUPPORTO ALLA GESTIONE AMMINISTRATIVA DEL PERSONALE UNIVERSITARIO, CON RAPPORTO DI LAVORO SUBORDINATO A TEMPO INDETERMINATO PRESSO LA DIREZIONE RISORSE UMANE, DI CUI N. 1 POSTO DA RISERVARE, PRIORITARIAMENTE, ALLE CATEGORIE DI CUI AL DECRETO LEGISLATIVO N. 66/2010 - BANDITO CON DETERMINA N. 362 DEL 16.01.2020, PUBBLICATO SULLA G.U. N. 8 DEL 28.01.2020 – CODICE 20670

La Commissione Giudicatrice del concorso, nominata con determina n. 3112 del 05/03/2020, modificata con determina n. 5894 del 26/05/2020, con determina n. 6205 del 03/06/2020 e con determina n. 7730 del 08/07/2020, composta da:

DOTT. TAPELLA ENRICO - PRESIDENTE

DOTT.SSA PELLECCHIA ANTONELLA - COMPONENTE

DOTT. SILVA MARCO - COMPONENTE

SIG.RA ZITO ADDOLORATA - SEGRETARIO

comunica i quesiti relativi alla prova orale:

Gruppo quesiti 1

- Il Consiglio di Amministrazione: composizione e funzioni ai sensi della legge 240/2010.
- Il candidato esponga i doveri del personale universitario di ruolo non contrattualizzato derivanti dal rapporto di lavoro con un Ateneo, specificando di quali strumenti disponga l'Ente per verificare ed assicurare il rispetto di tali doveri.
- *Human resources information system (HRIS) is a mixture between the benefits of information technology (IT) and human resource management processes to increase the productivity of HRP [Human resource planning]. It is a computer interface that helps HR managers with skill inventorying, data analysis of job practice, and manpower needed to reach maximum efficiency. HRIS works on obtaining information, inspecting, and then archiving the accumulated knowledge that can be accessed by the human resources manager. HRIS systems can self-regulate much of the human resources planning tasks, which make it a significant tool that can reduce the time and effort for the HR manager while increasing productivity.*

Gruppo quesiti 2

- Gli organi universitari cui spettano i poteri decisionali in materia di formazione e di didattica a seguito dell'entrata in vigore della legge di riforma del sistema universitario (Legge 240/2010).
- Il candidato esponga le differenze relative al trattamento retributivo in riferimento al personale universitario contrattualizzato e non.
- *At the current time, HRIS [Human resources information system] programs have become a normal tool used in all companies. HRIS have a dual purpose in the workplace: first is the complicated ability to track the development of the employees, and second, it can store attendance records and salary output; this can be attributed as the less complicated ability. Human resource planning has many responsibilities such as recruitment, job analysis, skill inventorying, performance appraisal, compensation, and rewards.*

Gruppo quesiti 3

– Il Nucleo di valutazione.
– Il candidato esponga gli elementi caratterizzanti la figura del Ricercatore a tempo determinato.
– *The current HRP [Human resource planning] process can be simplified by categorizing them into three phases: First phase: the first step of the HR professional in the first phase is to conduct a job analysis. A job analysis is the assessment of all current jobs within the company and determining if their current job description coincides with the company's vision. Due to new technological advances and changes, certain jobs are being rendered obsolete or are being merged to perform multiple roles. The second step involves recruitment and entry-level training of employees.*

Gruppo quesiti 4

– Le principali caratteristiche della riforma universitaria (Legge 240/2010).
– Il candidato esponga il sistema delle incompatibilità in riferimento ai doveri derivanti dall'instaurazione di un rapporto di lavoro con un Ente pubblico, ed in particolare con un Ateneo.
– *Recruitment is a major responsibility of HR professionals, and they have an assortment of ways to find talented candidates among the global or domestic labor force. During recruitment, the HR expert relies on the assessment of the outcomes of job analysis and the data from the skill inventory.[…] HR professionals conduct a performance appraisal for all the employees to determine their current level as well as their future potential in the company. All of the data taken would be stored in the skill inventory to be used during the first phase. A development plan also explores ways to train the current staff and, in a few cases, to elevate any eligible employee to a higher position.*

Gruppo quesiti 5

– Il Rettore: elezione e funzioni ai sensi della legge 240/2010.
– Il candidato descriva i differenti ruoli relativi alle principali categorie del personale universitario secondo le diverse tipologie, indicando le fonti normative di riferimento.
– *In the digital era, current human resource planning is leaning toward a more machine-based system. The benefits of cutting-edge technology can help HR planners greatly increase the efficiency and their ability to forecast future needs and wants. The future of HR lies in data analytics that compiles all the information on employees, including their upbringing, experience, performance, and skillsets and monitors them via a computerized interface. A couple of examples where data analytics and machine learning could help HRP in the future are as follows:*
   ✓ *The development of computer programs that could predict which applicant's résumé fits the desired position using an algorithm-based process.*
   ✓ *Programming machines using accumulated data to predict the probability of employees exiting the company.*

Gruppo quesiti 6

– Il Senato Accademico: composizione e funzioni ai sensi della legge 240/2010.
– Il candidato esponga gli elementi caratterizzanti il sistema di reclutamento dei professori universitari.
– *HRP [Human resource planning] seeks to constantly maintain maximum efficiency and effectiveness by examining employee functions in their jobs. To increase the performance of a*

company, HRP focuses on elements such as staff satisfaction, compensation, and incentives to keep up moral in order to achieve the highest possible performance from the employees. HRP covers the role of recruitment, job analysis, performance appraisals, and skill inventorying to gain a competitive advantage. The extracted data during HRP are required to keep track on the human capital functioning within the company. While the task of compiling accurate data may be difficult, advances in technology play a major role in today's HR function to help automate the work and make it easier.

Gruppo quesiti 7

- Come la legge di riforma del sistema universitario (Legge 240/2010) ha modificato l'articolazione e il "governo" degli atenei.
- Il candidato spieghi il funzionamento del sistema delle progressioni di carriera per il personale universitario non contrattualizzato.
- *Globalization has turned what was once a domestic market into a global network that has changed the way HR functions. As such, human capital became less predictive and more opportunities for employees became accessible than before. Therefore, there was a need for HR to develop and change in order to better manage the recruitment and employee process. This shift in policy design was changed by the HR experts to accommodate the changes in today' market and to further enhance the capabilities of the company by developing effective human resource management (HRM).*

Milano, 24/07/2020

LA COMMISSIONE

DOTT. TAPELLA ENRICO - PRESIDENTE

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