

Allegato A

UNINT – DIPARTIMENTO SCIENZE UMANISTICHE E SOCIALI INTERNAZIONALI

INCARICHI DI INSEGNAMENTO OGGETTO DELLA MANIFESTAZIONE DI INTERESSE

A.A. 2026-2027

* Le lezioni del primo semestre si terranno dal 28 settembre 2026 al 19 dicembre 2026, mentre le lezioni del secondo semestre si terranno dal 15 febbraio 2027 al 22 maggio 2027

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Courses scheduled in the first semester will be held between September 28 2026 and December 19 2026, while courses scheduled in the second semester will be held between February 15 2027 and May 22 2027

**Corso di laurea magistrale in Economia e management internazionale
(LM-77)**

Titolo dell’Insegnamento

S.S.D.

**Ore di
docenza**

Semestre*

Public accounting and performance management

The course aims to provide students with theoretical knowledge and practical tools for understanding public accounting systems and the models used for measuring, managing, and evaluating performance within public sector organizations.

The course is designed to enable students to acquire competencies in the analysis of public accounting systems, the interpretation of public sector financial statements, and the use of economic, financial, and managerial indicators to assess the effectiveness, efficiency, and economy of public action.

Particular attention will be devoted to performance management systems, strategic planning and control, as well as tools for reporting, accountability, and transparency, with reference to the main national and international frameworks and practices.

The course will also develop students’ ability to understand the relationship between public decision-making processes, resource allocation, and performance evaluation, including through the analysis of case studies and organizational practices.

Profilo richiesto: A solid professional and/or academic expertise is required in the fields of public accounting, management control, and performance measurement within public administrations.

Also is required experience in the application of planning, budgeting, reporting, and performance evaluation systems in public sector contexts or in complex organizations, including consulting or specialized technical advisory roles.

A relevant requirement is knowledge of the main public management models and tools, as well as experience in the use of economic, financial, and managerial indicators for analyzing the efficiency and effectiveness of public policies and services. The possession of a PhD will be considered a preferential qualification.

Retribuzione: il compenso sarà definito sulla base del profilo del docente, in considerazione della sua formazione e dell’esperienza acquisita in ambito professionale e/o accademico.

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II

Recruitment, compensation and performance management

The course aims to provide advanced theoretical and applied knowledge on human resource management systems, with specific focus on recruitment processes, compensation policies, and performance management within organizations.

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<p>The course is designed to enable students to understand the economic and managerial logic underlying personnel selection and hiring decisions, including job analysis, workforce planning, and the alignment between organizational needs and human capital strategies.</p> <p>Particular attention will be devoted to compensation systems, both monetary and non-monetary, and to their design and implementation in coherence with organizational objectives, incentive mechanisms, and internal equity principles.</p> <p>The course will also address performance management systems, with emphasis on the definition and use of performance indicators, evaluation processes, incentive schemes, and the relationship between individual, team, and organizational performance outcomes. The possession of a PhD will be considered a preferential qualification.</p> <p>Profilo richiesto: A solid scientific/academic and/or professional expertise is required in the field of human resource management, with particular reference to recruitment processes, compensation systems, and performance management methodologies.</p> <p>Furthermore, experience is required in the analysis and design of personnel management systems within complex organizations, with specific focus on selection, evaluation, and development policies, as well as the design of incentive and compensation schemes. The possession of a PhD will be considered a preferential qualification.</p> <p>Retribuzione: il compenso sarà definito sulla base del profilo del docente, in considerazione della sua formazione e dell'esperienza acquisita in ambito professionale e/o accademico.</p>			
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