Economics and Demographics of Labor Markets: Spring 2013
HRM 38:533:565:02
Wednesday 1:00 p.m.-3:40 p.m., Levin Building, Room 106

Instructor	Douglas Coffey
Office	To be announced
Email	dc759@rci.rutgers.edu
Phone	To be announced
Office Hours	By Appointment
Class Material	https://sakai.rutgers.edu (Use your eden ID and Password.)

Text:

Lazear, E. P., Gibbs M. (2009) ***Personnel Economics in Practice, 2nd Edition,*** New York: John Wiley & Sons, Inc. (All chapter reading assignments refer to text.)

Articles (as assigned). All readings other than the text will be available on Sakai (https://sakai.rutgers.edu) after the course begins. Use your NetID and password to access these readings.

Grades:	Midterm Examination	30%
	Final Examination	30%
	Team Paper/Presentation	20%
	Class Assignments	10%
	Class Participation	10%

Midterm and Final Exams

In-class exams consisting of ten short essay questions. Each question will be worth ten points. Answers need to be very concise and well-written.

Class Assignments

This portion of the course is geared to provide students with an opportunity to apply economic concepts to current HRM practices. The requirement is for each team to identify a current "in-the-news" business or best practice example of an HRM practice and analyze what is the economic rationale for this management practice. Teams must email their presentation the day before they present and distribute the "in the news" publication, article, etc. in class. The presentation should be no more than 15 minutes to permit time for class questions and answers. Presentations should be very concise and to the point – no more than 5 slides.

Grades for this assignment will be based on the following rubric:

I. Concise summary of the HRM practice
II. An explanation of why this practice makes business sense
III. An explanation of the economic rationale for this HRM practice
IV. Overall quality of the presentation and class discussion

Team Paper
The purpose of the paper is to enhance your understanding of economics and demographics and how this understanding can give you insights into the employment relationship through empirical research. You are to analyze in-depth a randomly given labor demographic trend. e.g., the aging of the workforce, the increase use of contract workers, etc., identify the business implications, and present an HRM solution <u>based on economic theory and supported by research/data.</u> There is no minimum length, and a tightly written short paper is desirable. Good papers generally run between ten and fifteen type-written/double-spaced pages. Be sure to properly include full citations of all sources.

Paper Presentation
Each group will present their findings to the class in a Power Point presentation. All presentations will be 20 minutes with 10 minutes of questions and answers. No presentation can exceed 30 minutes.

The team project grade will be based on the following rubric:

I. An **in-depth** analysis of a labor demographic trend
II. Identifying the meaningful **business implications**
III. Developing an HRM solution **supported by economic theory**
IV. Presenting **research** on whether companies are indeed implementing the type of HRM solution you hypothesize they should be implementing.
V. Properly **citing** all research sources
VI. The overall **quality** of the Power Point presentation

Class Attendance and Participation
Class attendance and participation grades will be based on the following rubric:

I. Attending all classes and arriving on time
II. Contributing to homework review
III. Sharing your insight and experience with course material
IV. Sharing relevant current information
V. Participating in team presentation question and answer sessions

Grading Scale
A = 90 - 100
B+ = 88 - 89
B = 80 - 87
C+ = 78 - 79
C = 70 - 77
F = 60 – 69

CLASS SHEDULE

January 28	Lecture 1 **Introduction**	Assigned Reading Camarota, S.A. and Jensnius, K. (2009) Jobs Americans Don't Do: A detailed look at immigrant employment by occupation. www.cis.org/illegalimmigration-employment Chapter 1
February 4	Lecture 2 **- Setting Hiring Standards** **- Recruitment**	Assigned Reading Industry Output and Employment Projections to 2018 Chapter 2
February 11	Lecture 3 **Labor Supply and Demand**	Assigned Reading 2010 Worldwide Population Data Sheet Chapter 2 (Cont.)
February 18	Lecture 4 **Investment in Skills**	Team 1 Presentation – Recruitment/Selection Assigned Reading Productivity Trends in Business Cycles Chapter 3
February 25	Lecture 5 **Managing Turnover**	Team 2 Presentation – Training Assigned Reading Labor Force Projections to 2018: Older Workers Staying More Active Chapter 4
March 4	Lecture 6 **- Decision Making** **- Organizational Structure**	Team 3 Presentation – Downsizing Assigned Reading Labor Force Chapters 5, 6
March 11	**MIDTERM EXAM**	
NO CLASS ON MARCH 18		

March 25	Lecture 7 **- Job Design** **- Empowerment**	Team 4 Presentation – Organizational Structure Assigned Reading Talent Crunch Chapters 7, 8
April 1	Lecture 8 **Performance Evaluation**	Team 5 Presentation – Performance Evaluation Assigned Reading US Economy to 2018: Recession to Recovery Chapter 9
April 8	Lecture 9 **Rewarding Performance**	Team 6 Presentation – Executive Pay Assigned Reading Occupational Employment Projections to 2018 Chapter 10
April 15	Lecture 10 **Career-Based Incentives**	Team 7 Presentation – Career Development Assigned Reading How to Address China's Worldwide Talent Shortage Chapter 11
April 22	Lecture 10 **Options and Executive Pay**	Chapter 12
April 29	**Team Projects Due** **Group Presentations**	Teams A – D
May 6	**Group Presentations**	Teams E – G
May 13	**FINAL EXAM**	