

**Spring 2011**  
**Special Topics: Economics & Demographics of Labor Markets (37:533:322:01)**

**Wednesdays: 10:20 a.m. – 11:40 a.m.**  
**Fridays: 3:20 p.m. to 4:40 p.m.**

**Lucy Stone Hall Room A142**

**Instructor:** Dr. Bill Castellano  
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**Office Hours:**  
Wednesday 2:30 p.m. – 4:00 p.m.  
Other times available by appointment

**Text:**

Lazear, E. P., Gibbs M. (2009) *Personnel Economics in Practice, 2<sup>nd</sup> Edition*, New York: John Wiley & Sons, Inc. (All chapter reading assignments refer to text.)  
Articles (as assigned). All readings other than the text are available on Sakai (<https://sakai.rutgers.edu>). Use your NetID and password to access these readings.

|                |                           |     |
|----------------|---------------------------|-----|
| <b>Grades:</b> | Midterm Examination       | 30% |
|                | Final Examination         | 35% |
|                | Team Project/Presentation | 25% |
|                | Class Participation       | 10% |

A = 90% +  
B+ = 85% - 89%  
B = 80% - 84%  
C+ = 75% - 79%  
C = 70% - 74%  
D = 65% - 69%  
F = less than 65%

**Team Project**

The purpose of the team project is to enhance your understanding of economics and demographics and how this understanding can give you insights into the employment relationship through empirical research. Each team is required to create a Power Point presentation. You are to analyze in-depth a randomly selected labor demographic trend. e.g., the aging of the workforce, the increase use of contract workers, etc., identify the economic and business implications, and present an HR management solution based on economic theory and supported by research/data. Each group will present their findings to the class. All presentations will be no more than 15 minutes with 5 minutes of

questions and answers. No presentation can exceed 20 minutes. I will grade each presentation based on the following:

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

Individual grades will be based on the average score (1 – 5) of team member evaluations as follows:

5 = 100% of project grade

4 = 95% of project grade

3 = 90% of project grade

2 = 85% of project grade

1 = 75% of project grade

## **Examinations**

There will be two noncumulative examinations based on all material covered in class as noted on the course schedule. Make-up policy: An examination grade of “0” will be assigned to any student who is absent without a legitimate excuse on the date of a regularly scheduled test. Legitimate excuses include illness (verified by a note from a doctor), inclement weather (only when the Rutgers Information Service (732-932-INFO) indicates that Rutgers is closed, or when the instructor emails the class announcing class is suspended) or other dire circumstances such as a death in the family.

Students with learning disabilities should present a statement to that effect with appropriate documentation prior to the first midterm examination.

## **In-Class Participation**

Active learning is one of the most powerful tools for understanding complex concepts. Students can learn a tremendous amount from each other - you should feel free (and be prepared) to provide your comments, ask thoughtful questions, and share your own experiences with the class. Research shows that students learn more when they participate actively. For these reasons, participation is an important class component. As a class member, you are responsible for helping to create a positive, learning environment. This means listening attentively to others, sharing your own views and experiences, bringing in relevant current information, and in general contributing to our learning process.

Students are expected to read all assigned readings before class and be prepared to answer questions related to the readings including all end-of chapter guided discussion

questions and vignettes questions. Everyone starts the class with 15 points for participation. Points can be lost for absenteeism, not being prepared when called on in class and for egregious classroom conduct (as described below).

In order to create an environment conducive to learning, the following are NOT permitted in class:

- All electronic devices, computers, cell phones, pagers, and text messaging devices. These should be turned off and put away **out of sight**.
- Napping
- Disruptive talking
- Reading non-class material
- Arriving late on a consistent basis
- Leaving early on a consistent basis

### Academic Honesty

The rights of students will be protected to insure that test scores are related to competence in the subject matter. Therefore, all examinations will be carefully proctored. If cheating is detected, it will be prosecuted to the limit allowed by University policies.

### Lecture Notes

The PowerPoint slides for the lectures will be posted on the course's Sakai website: <https://sakai.rutgers.edu> (use your eden ID and Password)

### Class Schedule

#### Spring 2011

| Date         | Topic   | Reading Assignment |
|--------------|---|--------------------|
| Wed.<br>1/19 | <b>Lecture 1</b><br>Introduction                          | Assigned Readings  |
| Fri.<br>1/21 | <b>Lecture 2</b><br>Population and<br>Labor Market Trends | Assigned Readings  |
| Wed.<br>1/26 | <b>Lecture 3</b><br>Occupational Trends                   | Assigned Readings  |
| Fri.<br>1/28 | <b>Lecture 4</b><br>Labor Demand                          | Assigned Readings  |
| Wed.<br>2/2  | Continued   |                    |
| Fri.<br>2/4  | <b>Lecture 5</b><br>Labor Supply                          | Assigned Readings  |

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|--|---|-------------------|
| Wed.<br>2/9                                | Continued                                     |                   |
| Fri.<br>2/11                               | <b>Lecture 6</b><br>Setting Hiring Standards  | Chapter 1         |
| Wed.<br>2/16                               | Continued                                     |                   |
| Fri.<br>2/18                               | <b>Lecture 7</b><br>Recruitment               | Chapter 2         |
| Wed.<br>2/23                               | Continued                                     |                   |
| Fri.<br>2/25                               | <b>Lecture 8</b><br>Invest in Skills          | Chapter 3         |
| Wed.<br>3/2                                |   |                   |
| Fri.<br>3/4                                | <b>MIDTERM EXAM</b>                           |                   |
| Wed.<br>3/9                                | <b>Lecture 9</b><br>Managing Turnover         | Chapter 4         |
| Fri.<br>3/11                               | Continued                                     |                   |
| <b>Wed. Fri.</b><br><b>3/16 &amp; 3/18</b> | <b>Spring Break</b>                           | <b>No Classes</b> |
| Wed.<br>3/23                               | <b>Exam 2</b>                                 |                   |
| Fri.<br>3/25                               | <b>Lecture 10</b><br>Performance Evaluation   | Chapter 9         |
| Wed.<br>3/30                               | Continued                                     |                   |
| Fri.<br>4/1                                | <b>Lecture 11</b><br>Rewarding Performance    | Chapter 10        |
| Wed.<br>4/6                                | <b>Lecture 12</b><br>Career-Based Incentives  | Chapter 11        |
| Fri.<br>4/8                                | <b>Lecture 13</b><br>Organizational Structure | Chapters 5, 6     |
| Wed.<br>4/13                               | Continued                                     |                   |
| Fri.<br>4/15                               | <b>Lecture 14</b><br>Job Design               | Chapters 7, 8     |
| Wed.<br>4/20                               | Continued<br><br><b>ALL PRESENTATIONS DUE</b> |                   |
| Fri.<br>4/22                               | Team Presentations                            |                   |

|                              |   |            |
|------------------------------|---|------------|
| Wed.<br>4/27                 | Team Presentations<br><b>Lecture 15</b><br>Benefits | Chapter 13 |
| Fri.<br>4/29                 | Team Presentations<br>Review                        |            |
| <b>Tuesday</b><br><b>5/3</b> | <b>Exam 3</b><br>4:00 p.m. – 6:00 p.m.              |            |