

# COURSE SYLLABUS

## Economics and Demographics of Labor Markets: Fall 2022

### HRM 38:533:565:90 Online

<b>Instructor</b>	Douglas Coffey
<b>Office</b>	Levin Building, Room 217B
<b>Email</b>	douglas.coffey@rutgers.edu
<b>Phone</b>	848-445-5639
<b>Live Conferences</b> (Virtual Office Hours)	Fridays, 4:00 pm to 5:00 pm US Eastern Time
<b>Learning Management System</b>	Canvas

---

This course focuses on the operation of the labor market, and how economic forces and demographic trends affect a firm, its workforce, and the employment relationship. Topics will include economic reasoning and current research on labor demand, labor supply, demographic trends and projections, education and training, unions, discrimination, and unemployment.

#### **School of Management and Labor Relations Learning Goals Met by This Course**

##### **I) Written & Oral Communication – Communicate effectively at a level and in modes appropriate to an entry level professional.**

- Communicate complex ideas effectively, in standard written English
- Analyze and synthesize information and ideas from multiple sources to generate new insights
- Produce quality research papers with proper convention of attribution/citation
- Produce high quality executive summaries
- Make an argument using contemporary and/or historical evidence
- Present ideas and arguments in a logical and effective way

##### **IV) Theoretical Perspectives - Demonstrate an understanding of relevant theories and apply them given the background context of a particular work situation.**

- Demonstrate an understanding of the practical perspectives, theories and concepts in their field of study
- Evaluate and apply theories from social science disciplines to workplace issues

##### **V) Understanding Context - Evaluate the context of workplace issues, public policies, and management decisions**

- Analyze the degree to which forms of human difference shape a person's experience of, and perspectives on work
- Analyze a contemporary global issue in their field from a multi-disciplinary perspective

- Analyze issues related to business strategies, organizational structures, and work systems
- Analyze issues of social justice related to work across local and global contexts (LSER)
- Analyze issues related to the selection, motivation, and development of talent in a global context (HRM)

### Text

Lazear, E. P., Gibbs M. (2017) *Personnel Economics in Practice, 3<sup>rd</sup> Edition*, New York: John Wiley & Sons, Inc. (ISBN-10: 1119427363)

### Grading Basis

Exam I – Chapters 1,2,3 and Assigned Articles	15%
Exam II – Chapters 4,5,6,7,8 and Assigned Articles	15%
Exam III – Chapters 9,10,11,12 and Assigned Articles	15%
Team Paper and Presentation	15%
Assignments	15%
Discussions	15%
Quizzes	10%
<b>Total</b>	<b>100%</b>

### Grading Scale

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

### Exams

Exams are noncumulative and consist of short-answer questions and brief essays. Exam material will be based on assigned chapters and articles. Each exam will be opened book and timed using Canvas.

### Team Paper and Presentation

The purpose of the paper is to enhance students' understanding of economics and demographics and how this understanding can provide insights into the employment relationship through empirical research. Students are to analyze in-depth a randomly given labor demographic trend. e.g., the aging of the workforce, the increased use of a contingent workforce, re-shoring, etc., identify the business implications, and present an HRM solution based on economic theory and supported by research/data.

The paper should be six to eight, double-spaced pages with full citations of all sources.

Each group will present their findings to the class in a PowerPoint presentation. Students will be expected to present through Canvas's Big Blue Button feature using their camera and microphone.

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. Presenting an **HRM solution supported by economic theory and research** on companies implementing this HRM solution
- IV. Properly **citing** all research sources
- V. The overall **quality** of the PowerPoint presentation

Presentations will be 10 minutes followed by a class questions and answers. We'll schedule a couple of team presentations each week starting midway through the course. More detailed information on project requirements will be reviewed in class.

**Module 1 begins on September 6.** During each weekly module, you will complete the following course components:

**Live Conferences/Virtual Office Hours – Fridays from 4:00 pm to 5:00 pm US Eastern Time** – We will discuss the weekly module concepts, calculations and problems. **These sessions are not required but are highly recommended to review the course material and ask questions.** You will use the Zoom conference feature in our Canvas course site to access these conferences, which will also be recorded and posted on our course site.

**Pre-recorded Class Lectures** – Weekly pre-recorded video lectures posted each week for you to view and help you learn the course material one module per week.

**Assignments (Graded)** - Weekly assignment on module material that needs to be submitted as directed in text box or dropbox.

**Discussions (Graded)** - Asynchronous discussion board among the students and me based on four questions on the weekly material. Students post responses and interact with others through a virtual discussion board.

**Quizzes (Graded)** – Weekly check on terms, concepts and calculations from the weekly modules. Quizzes will be timed and may be done open book.

### **Connectivity and Equipment Issues**

If students have connectivity or equipment issues that interfere with complying with course requirements, please contact the instructor at the beginning of the semester to discuss alternative arrangements.

### **Special Needs Accommodations**

Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation:

<https://ods.rutgers.edu/students/documentation-guidelines>.

If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the [Registration form](#)

(<https://webapps.rutgers.edu/student-ods/forms/registration>).

### Schedule

Module Start Date	Module Number	Topic	Reading/Deliverable*
9/6	1	Introduction	Chapter 1
9/12	2	Setting Hiring Standards and Recruitment	Chapter 2
9/19	3	Labor Supply and Demand  Recruitment	<b>The Employment Situation</b> - Bureau of Labor Statistics  Chapter 2
9/26	4	Talent Migration  Investment in Skills	<b>Worldwide Population Data Sheet</b> - Population Reference Bureau  Chapter 3
10/3	5	Investment in Skills  Managing Turnover	Chapter 3  Chapter 4
10/10	6	<b>Exam I – Chapters 1-3 and Assigned Articles and Reports</b>  Managing Turnover (Cont.)  Decision Making  Labor Demographics	<b>Exam</b>  Chapter 4  Chapter 5  <b>Foreign-born Workers: Labor Force Characteristics</b> - Bureau of Labor Statistics
10/17	7	Organizational Structure  Labor Demographics	Chapter 6  <b>Persons with Disabilities: Labor Force Characteristics</b> - Bureau of Labor Statistics
10/24	8	Job Design and Empowerment	Chapter 7

**Schedule (Continued)**

<b>Module Start Date</b>	<b>Module Number</b>	<b>Topic</b>	<b>Reading/Deliverable*</b>
10/31	9	Advanced Job Design  Job Design	Chapter 8  <b>Current reading to be determined</b>
11/7	10	Advanced Job Design  Job Design	Chapter 8  <b>The Future of Work: The Augmented Workforce, Global Human Capital Trends</b> - Deloitte Insights
<b>11/14</b>	<b>11</b>	<b>Exam II – Chapters 4-8 and Assigned Articles</b>  Performance Evaluation	<b>Exam</b>  Chapter 9
11/21	12	Performance Rewards  Labor Demographics	Chapter 10  <b>Educational Attainment in the United States</b> - US Census Bureau
<b>THANKSGIVING RECESS: NO LIVE CONFERENCE ON NOVEMBER 25</b>			
11/28	13	Career-based Incentives  Forecasted Trends in Labor and Production	Chapter 11  <b>Industry Employment and Output Projections to 2030</b> - Bureau of Labor Statistics
12/5	14	Options and Executive Pay  Forecasted Trends in Labor and Production	Chapter 12  <b>Industry Employment and Output Projections to 2030</b> - Bureau of Labor Statistics
<b>12/12</b>	<b>15</b>	<b>Exam III – Chapters 9-12 and Assigned Articles</b>	<b>Exam</b>

\* Plus other articles as assigned

**Academic Integrity**

We in the School of Management and Labor Relations take academic integrity very seriously. Violations include: cheating, fabrication, plagiarism, denying others access to information or material, and facilitating violations of academic integrity. Please consult the university's Academic Integrity Policy summarizes the student's obligations below.

<http://academicintegrity.rutgers.edu/academic-integrity-policy/>

## Resources to Support Students

The following resources are available to students to meet their needs and lend support.

Office of the Dean of Students	<a href="http://deanofstudents.rutgers.edu/">http://deanofstudents.rutgers.edu/</a>
Division of Student Affairs, NB	<a href="http://studentaffairs.rutgers.edu/for-students/">http://studentaffairs.rutgers.edu/for-students/</a>
Student Health (CAPS, HOPE, Medical Services, Pharmacy Services)	<a href="http://health.rutgers.edu/">http://health.rutgers.edu/</a>
CAPS "Let's Talk" Service offering drop-in hours	<a href="http://health.rutgers.edu/medical-counseling-services/counseling/therapy/community-based-counseling/">http://health.rutgers.edu/medical-counseling-services/counseling/therapy/community-based-counseling/</a>
Residence Life Staff	<a href="http://ruoncampus.rutgers.edu/about-us/photo-directory/student-support-and-accommodations-staff/">http://ruoncampus.rutgers.edu/about-us/photo-directory/student-support-and-accommodations-staff/</a>
One Stop New Brunswick Cross-functional service for financial aid, student accounting & registration	<a href="https://rutgers.force.com/OneStopPortal/s/New-Brunswick">https://rutgers.force.com/OneStopPortal/s/New-Brunswick</a>
Rutgers Student Food Pantry	<a href="http://ruoffcampus.rutgers.edu/food/">http://ruoffcampus.rutgers.edu/food/</a>
Anonymous concerns can be addressed to "Do Something"	<a href="http://health.rutgers.edu/do-something-to-help/">http://health.rutgers.edu/do-something-to-help/</a>
Office of Student Legal Services (SLS)	<a href="http://rusls.rutgers.edu/">http://rusls.rutgers.edu/</a>
Office for Violence Prevention and Victim Assistance	<a href="http://vpva.rutgers.edu/">http://vpva.rutgers.edu/</a>
Student Resources: (a) mental health, (b) academic coaching, and (c) financial assistance	<a href="https://smlr.rutgers.edu/about-smlr/fall-2022-information-smlr-students">https://smlr.rutgers.edu/about-smlr/fall-2022-information-smlr-students</a>
SMLR Scholarships	<a href="https://smlr.rutgers.edu/academic-programs/scholarships">https://smlr.rutgers.edu/academic-programs/scholarships</a>