

COURSE SYLLABUS

Economics and Demographics of Labor Markets: Spring 2024

HRM 38:533:565:90 Online

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Live Conferences (Virtual Office Hours)	Fridays, 4:00 pm to 5:00 pm US Eastern Time
Learning Management System	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 and intersectional 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 local and global context (HRM)

VII) Professional Development – Demonstrate an ability to interact with and influence others in a professional manner, and to effectively present ideas and recommendations

- Develop effective presentation skills appropriate for different settings and audiences
- Develop career management skills to navigate one's career
- Develop capabilities to work and lead in a multicultural and diverse environment
- Work productively in teams, in social networks, and on an individual basis
- Develop cultural agility competencies
- Demonstrate lifelong personal and professional development skills

Text

Lazear, E. P., Gibbs M. (2017) *Personnel Economics in Practice, 3rd 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%
Total	100%

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.

Extra Credit

You will have two extra-credit opportunities to increase your Exams II and III scores.

Lateness Policy

Please note the lateness policy for each course component as follows:

Assignments Term Project

Due: Monday following the weekly module

- Late within 24 hours after due date: up to 75% credit
- Late from 24 to 48 hours after due date: up to 50% credit
- Later more than 48 hours after due date: 0% credit

Quizzes

Due: Sunday of the weekly module

- Late within 24 hours after due date: up to 75% credit
- Late more than 24 hours after due date: 0% credit

Discussions

The discussion builds as the module progresses with posts due by Thursday and Sunday.

Due:

- First post with answers to discussion questions due by Thursday of weekly module (meant to generate discussion among students)
- Second and third posts by Sunday of weekly module; need to make substantive responses to at least two students. (See Discussion Post Guidelines within discussion assigned.)
- Late discussion posts up through Monday of the week following the weekly module may be given partial credit up to 50%.
- Later more than 24 hours after due date: 0% credit

Term Project

- Late within 24 hours after due date: up to 75% credit
- Late from 24 to 48 hours after due date: up to 50% credit
- Later more than 48 hours after due date: 0% credit

These lateness policies also appear as they apply to each component (discussion, assignment, quiz) of the weekly module.

Module 1 begins on January 16. 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) (<https://webapps.rutgers.edu/student-ods/forms/registration>).

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.

<https://academicintegrity.rutgers.edu>

Schedule

Module Start Date	Module Number	Topic	Reading/Deliverable*
1/16	1	Introduction	Chapter 1
1/22	2	Setting Hiring Standards and Recruitment	Chapter 2
1/29	3	Labor Supply and Demand Recruitment	The Employment Situation - Bureau of Labor Statistics Chapter 2
2/5	4	Talent Migration Investment in Skills	Worldwide Population Data Sheet - Population Reference Bureau Chapter 3
2/12	5	Investment in Skills Managing Turnover	Chapter 3 Chapter 4
2/19	6	Exam I – Chapters 1-3 and Assigned Articles and Reports Managing Turnover (Cont.) Decision Making Labor Demographics	Exam on February 22 Chapter 4 Chapter 5 Foreign-born Workers: Labor Force Characteristics - Bureau of Labor Statistics
2/26	7	Organizational Structure Labor Demographics	Chapter 6 Persons with Disabilities: Labor Force Characteristics - Bureau of Labor Statistics
3/4	8	Job Design and Empowerment	Chapter 7
SPRING RECESS – NO LIVE CONFERENCE ON MARCH 15			

Schedule (Continued)

Module Start Date	Module Number	Topic	Reading/Deliverable*
3/18	9	Job Design Responsibility Centers	Chapter 8 The Employment Situation - Bureau of Labor Statistics
3/25	10	Advanced Job Design	Chapter 8 The Future of Work: The Augmented Workforce, Global Human Capital Trends - Deloitte Insights
4/1	11	Exam II – Chapters 4-8 and Assigned Articles Performance Evaluation	Exam on April 4 Chapter 9
4/8	12	Performance Rewards Labor Demographics	Chapter 10 Educational Attainment in the United States - US Census Bureau
4/15	13	Career-based Incentives Forecasted Trends in Labor and Production Team Project	Chapter 11 Industry Employment and Output Projections to 2033 - Bureau of Labor Statistics Paper Due/Presentation Complete
4/22	14	Options and Executive Pay Forecasted Trends in Labor and Production	Chapter 12 Industry Employment and Output Projections to 2033 - Bureau of Labor Statistics
4/29	15	Exam III – Chapters 9-12 and Assigned Articles	Exam on May 2

* Plus other articles as assigned

Resources to Support Students

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

Office of the Dean of Students	http://deanofstudents.rutgers.edu/
Student Support Services	https://studentsupport.rutgers.edu/ .
Division of Student Affairs, NB	http://studentaffairs.rutgers.edu/for-students/
Student Health (CAPS, HOPE, Medical Services, Pharmacy Services)	http://health.rutgers.edu/
CAPS “Let’s Talk” Service offering drop-in hours	http://health.rutgers.edu/medical-counseling-services/counseling/therapy/community-based-counseling/ Just click the link to register and drop in. CAPS CARES – Registration Link
Residence Life Staff	http://ruoncampus.rutgers.edu/about-us/photo-directory/student-support-and-accommodations-staff/
One Stop New Brunswick Cross-functional service for financial aid, student accounting & registration	https://rutgers.force.com/OneStopPortal/s/New-Brunswick
Rutgers Student Food Pantry	http://ruoffcampus.rutgers.edu/food/
Anonymous concerns can be addressed to “Do Something”	http://health.rutgers.edu/do-something-to-help/
Office of Student Legal Services (SLS)	http://rusls.rutgers.edu/
Office for Violence Prevention and Victim Assistance	http://vpva.rutgers.edu/
Student Resources: provides students with access to information on how to receive extra support for (a) victim and mental health services, (b) academics, and (c) financial assistance (mainly emergencies).	https://smlr.rutgers.edu/academic-programs/current-students
SMLR Scholarships	https://smlr.rutgers.edu/academic-programs/scholarships

Learning Centers

Rutgers is committed to your success and offers free academic services to all students. The Learning Centers provide tutoring, writing support, study groups, and review sessions for your courses. They also host workshops and provide individual academic coaching to help further develop your study strategies and task-management skills. To learn more about how the LCs can help you succeed, visit learningcenters.rutgers.edu.