

COURSE SYLLABUS
Economics and Demographics of Labor Markets: Spring 2019
HRM 38:533:565:01 SP19
Tuesdays, 7:20 p.m. – 10:00 p.m., Levin Building, Room 103

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Office Hours Tuesdays, 6:15 p.m. to 7:15 p.m. and other times posted on Sakai

Class Material <https://sakai.rutgers.edu> (Use your NetID and Password.)

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. (2015) *Personnel Economics in Practice, 3rd Edition*, New York: John Wiley & Sons, Inc. (ISBN-10: 111820672X)

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.

Grading Basis

Exam I – Chapters 1,2,3 and Assigned Articles	30%
Exam II – Chapters 4,5,6,7,8 and Assigned Articles	30%
Exam III – Chapters 9,10,11,12 and Assigned Articles	30%
Team Paper and Presentation	10%
Total	100%

Grading Scale

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

Exams

In-class exams are noncumulative and consist of short-answer questions and brief essays. Exam material will be based on assigned chapters and articles.

Team Paper and Presentation

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 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 three to five, double-spaced pages. Be sure to properly include full citations of all sources.

Each group will present their findings to the class in a PowerPoint presentation. All presentations will be 15 minutes including five minutes of questions and answers.

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

Attendance and Participation

At the instructor's discretion, perfect attendance (attending all classes in full) and consistent contributions to class discussions and homework review may improve your final grade by up to a half grade (e.g. from B to B+).

Self-Reporting Absence Application

Students are expected to attend all classes; if you expect to miss one or two classes, please use the University absence reporting website <https://sims.rutgers.edu/ssra/> to indicate the date and reason for your absence. An email is automatically sent to the instructor.

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/>

Students with Disabilities

Students requesting accommodations for disabilities should contact the Office of Disability Services to determine his/her Coordinator. The Coordinator will then provide documentation to the student. Upon review and approval, the student must then provide this documentation to the instructor. Please refer to the Office of Disability Services for Students for more detail regarding this policy at the link below.

<http://disabilityservices.rutgers.edu/request.html>

Schedule

Date	Session	Topic	Reading/Deliverable*
1/22	1	Introduction	Chapter 1
1/29	2	Setting Hiring Standards and Recruitment	Chapter 2 and The Employment Situation - Bureau of Labor Statistics
2/5	3	Labor Supply and Demand	Chapter 2 (Continued) and Worldwide Population Data Sheet - Population Reference Bureau
2/12	4	Investment in Skills	Chapter 3 and The Employment Situation - Bureau of Labor Statistics
2/19	5	Exam I – Chapters 1-3 and Assigned Articles Managing Turnover	Exam in class Chapter 4
2/26	6	Decision Making	Chapter 5 and Foreign-born Workers: Labor Force Characteristics - Bureau of Labor Statistics
3/5	7	Organizational Structure	Chapter 6 Persons with Disabilities: Labor Force Characteristics - Bureau of Labor Statistics
3/12	8	Job Design	Chapter 7
SPRING RECESS – NO CLASS ON MARCH 19			
3/26	9	Advanced Job Design	Chapter 8 and The Future of Work: The Augmented Workforce, Global Human Capital Trends – Deloitte Insights
4/2	10	Exam II – Chapters 4-8 and Assigned Articles Performance Evaluation	Exam in class Chapter 9
4/9	11	Performance Rewards	Chapter 10 and Educational Attainment in the United States – US Census Bureau
4/16	12	Career-based Incentives	Chapter 11 and Industry Employment and Output Projections to 2026 - Bureau of Labor Statistics
4/23	13	Team Presentations Conclude	Industry Employment and Output Projections to 2026 - Bureau of Labor Statistics
4/30	14	Options and Executive Pay	Chapter 12
5/7	15	Exam III – Chapters 9-12 and Assigned Articles	Exam in class

* Plus other articles as assigned