

Economics 136: Human Resources
UCSD Fall 2010
MWF 1-1:50p
Robinson Auditorium

Course Description

This applied microeconomics course covers firms' roles in managing workers. We will cover economic theories related to hiring, education and training, promotions, layoffs and buyouts, and other worker incentives.

Recommended Textbook

Personnel Economics in Practice, Lazear and Gibbs (2008, 2nd Edition) *or*
Personnel Economics for Managers, Lazear (1997, 1st Edition)

Course Website

I will post announcements, grades, and practice exams on our course website at webct. There is also a discussion board here that I encourage you to use.

<http://webct.ucsd.edu>

Contact Information/Office Hours

	<u>day and time</u>	<u>office</u>
Instructor: Y. Emily Tang, Ph.D. yetang@ucsd.edu	W 10a-12p	Econ Annex
TAs: Thomas Daula tdaula@ucsd.edu	Th 10a-12p	Sequoyah 228
Christopher Steiner c1steiner@ucsd.edu	F 8-10a	Perks Coffee
Michael Furchgott mfurchtg@ucsd.edu	Tu 3-5p	Econ 122

Important Dates

Midterm 1:	Friday 10/15	1-1:50p
Midterm 2:	Wednesday 11/10	1-1:50p
No class:	Friday 11/26	Happy Thanksgiving
Final:	Monday 12/6	11:30a-2:30p

Grades*

We will calculate for each student one point total that puts a weight of 25% on the first exam, 25% on the second exam, and 50% on the cumulative final. We will then calculate a second point total that puts a weight of 25% on the better of the first two exams and 75% on the cumulative final. Student's grade will be based on the higher of the two numbers. Exam dates are not negotiable and there are no make-up exams—a missed exam automatically commits a student to the second option. There are no notes, blank paper, or calculators allowed during exams. Any student caught cheating will be reported to the Office of Academic Integrity and receive a failing grade for the course.

* The final points in the class will be curved but the typical U.S. percentage cutoffs (90-100% A, 80-89%=B, 70-79%=C, 60-69%=D, 0-59%=F) will apply as the minimum letter grade you can expect.

Econ 136: Human Resources

Outline for Lectures - Subject to Change

Topic	Chapters in 2nd edition	Chapters in 1st edition
Hiring Standards	1	2
Improving Recruiting	2	3 & 4 & 8
Investment in Employees: Education and On-the-Job Training	3	6
Managing Turnover, Buyouts, and Layoffs	4	7
Rewarding Performance	10	5
Career Incentives: Promotions, Seniority	11	9 & 11
Stock Options and Executive Pay	12	8
Teams	8	12

There will also be periodic additional readings posted online and announced in class. Additional topics may include discrimination, health insurance, and pensions.