

Human Resources 1 (20683)

Degree: Business Management and Administration /Economics (Grado)

Year of studies: third and fourth

Trimester: first

Number of credits ECTS: 5

Hours of teaching: 125 hours

Language: Spanish

Professor: Marco A. Barrenechea Méndez

1. Course description

This course applies the theory and principles of economics to human resources practices. That is, it offers a framework to analyze several topics of human resources from an economic perspective. In concrete, it studies human resources policies such as hiring, training, motivation, payment, and so on. This course should be understood as a complementary approach to traditional ways (organizational sociology and social psychology) to study of human resources management.

2. Competences

General

Instrumental

- ✓ Abstraction and synthesis skills.
- ✓ Information management.
- ✓ Self discipline and self motivation.

Interpersonal

- ✓ Teamwork skills.
- ✓ Critical capacity.

Systemic

- ✓ Creativity.
- ✓ Reasoning skills and autonomous work.

Specific

- ✓ Apply economic reasoning to human resources decisions.
- ✓ Learn different human resources policies and asses its impact of firms' productivity.

3. Content

- ✓ Hiring policies
- ✓ Hiring and imperfect information.

- ✓ Training
- ✓ Design of job positions.
- ✓ Incentives and compensation.
- ✓ Incentives and promotions.
- ✓ Non monetary compensation.
- ✓ Separations and turnover

4. Assessment

Regular call: final exam 80%, practice sessions (assignments, participation and attendance) 20%. Final exam will include the practice meetings topics.

Subsequent calls: final exam 100%

5. Bibliography and material

5.1. Recommended bibliography

Lazear. E.P., Personnel Economics for Managers, Wiley, 1998.

5.2. Additional reading

Baron, J.N., and D.M. Kreps, Strategic Human Resources, Wiley, 1999

Gomez-Mejía, L., D. Balkin; and R. Cardy, Managing Human Resources, Pearson, 2010.

5.3. Resources

PowerPoint slides can be found in “Aula Global”.

Material for practice meetings can be found in “Aula Global”

6. Methodology

We combine theory and practice sessions. Theory is taught in two lectures of one and a half hours per week. Here we expose the theoretical tools for the human resources practices analysis. In the practical meetings, given once a week in one and a half hours sessions, we apply the theory to concrete cases. Participation is critical.

7. Schedule

Week 1 (26 – 30 September)

Introduction (Lazear. E.P., Personnel Economics for Managers, Wiley, 1998, Chapter 1).

Hiring policies (Lazear. E.P., Personnel Economics for Managers, Wiley, 1998, Chapter 2).

Week 2 (3 – 7 October)

Hiring and Imperfect information (Lazear. E.P., Personnel Economics for Managers, Wiley, 1998, Chapters 3, 4 y 8).

Week 3 (10 – 14 October)

Hiring and Imperfect competition (Lazear. E.P., Personnel Economics for Managers, Wiley, 1998, Chapters 3, 4 y 8).

Week 4 (17 – 21 October)

Training (Lazear. E.P., Personnel Economics for Managers, Wiley, 1998, Chapter 6).
Practice meetings

Week 5 (24 – 28 October)

Design of job positions (Lazear. E.P., Personnel Economics for Managers, Wiley, 1998, Chapter 16).
Practice meetings

Week 6 (31 October – 4 November)

Incentives and compensation (Lazear. E.P., Personnel Economics for Managers, Wiley, 1998, Chapter 5).
Practice meetings

Week 7 (7 – 11 November)

Incentives y Compensation (Lazear. E.P., Personnel Economics for Managers, Wiley, 1998, Chapter 5).
Practice meetings

Week 8 (14 – 18 November)

Incentives y promotions (Lazear. E.P., Personnel Economics for Managers, Wiley, 1998, Chapters 9 y 11).
Practice meetings

Week 9 (21 – 25 November)

Non monetary compensation (Lazear. E.P., Personnel Economics for Managers, Wiley, 1998, Chapters 15 y 16).
Practice meetings

Week 10 (28 November – 02 December)

Separations and turnover (Lazear. E.P., Personnel Economics for Managers, Wiley, 1998, Chapter 7).
Practice meetings

Week 11 (5 - 9 December)

No activities

Week 12 (12 - 16 December)

Exam: 12/12/2011 15:00 17:00