

# **Human Resources I (21135)**

**Degree/study:** Degree on International Business Economics

**Course:** third/fourth

**Term:** third

**Number of ECTS credits:** 5

**Hours of student's dedication:** 125 hours

**Language or languages of instruction:** English

**Professor:** Cristina Blanco Perez

## **1. Presentation of the subject:**

This course is based on the application of economic principles to traditional topics in the area of human resource management. This includes topics such as compensation, turnover, and incentives that are inherently economic, as well as those that do not at first appear to be economic topics (such as norms, teamwork and worker empowerment). This subject is complementary to the sociological and psychological approaches that have been traditionally used to study human resource management.

## **2. Competences to be attained**

G1. The ability to understand and interpret academic texts.

G2. To be able to discuss and justify their own opinions, and to defend them publically.

G3. Communicative and writing skills in the two Spanish official languages: Spanish and Catalan.

G4. Communicative, reading and writing skills in English.

G7. Reasoning skills and critical awareness.

G8. To be able to express their own opinions, being respectful with divergent opinions.

G9. Consolidated habits of self-discipline, self-imposed standards of excellence and thoroughness.

G10. To have a proactive attitude in exploring often ignored matters, a fundamental skill in education and professional life.

G11. The ability to be flexible and creative in applying knowledge to new contexts and situations.

G13. To reach the knowledge to be able to work in a professional context.

G16. To be able to apply properly the information to solve problems and make proposals.

- To be able to create organizational and personnel strategies.
- The ability to apply personnel management techniques.

### **3. Contents:**

#### **1. Introduction: Human resources and labour market institutions.**

Lazear, chapter 1.

Toharia et al., chapter II.

#### **2. Hiring.**

Lazear, chapter 2.

Lazear & Gibbs, chapter 1.

#### **3. Recruitment.**

Lazear, chapters 3, 4 and 8.

Lazear & Gibbs, chapter 2.

#### **4. Investment in Skills.**

Lazear, chapter 6.

Lazear & Gibbs, chapter 3.

#### **5. Job Design and Organizational Structure.**

Lazear, chapter 16.

Lazear & Gibbs, chapter 5, 6 and 7.

#### **6. Incentives and Rewarding Performance.**

Lazear, chapter 5.

Lazear & Gibbs, chapter 8, 9, 10 and 12.

#### **7. Career-Based Incentives.**

Lazear, chapters 9 and 11.

Lazear & Gibbs, chapter 11.

#### **8. Benefits.**

Lazear, chapters 14 and 15.

Lazear & Gibbs, chapter 13.

## **9. Managing Turnover.**

Lazear, chapter 7.

Lazear & Gibbs, chapter 4.

## **4. Assessment:**

Final grade:

- Final Exam: 70%
- Seminars: 30%, specifically:
  - 10% Participation.
  - 20% Final project.

To pass the course it is necessary to pass both, the final exam and the seminars.

In the September examination period the final grade will be assessed only by a final exam.

## **5. Bibliography and teaching resources:**

### **5.1. Basic bibliography:**

- Lazear, E.P., Personnel Economics for Managers. Wiley, 1998.
- Lazear, E.P. and Gibbs, M., Personnel Economics in Practice. Wiley, 2009.
- Lazear, E.P. and Gibbs, M., Economía de los recursos humanos en la práctica. Antoni Bosch, 2011.
- Toharia et al., El mercado de trabajo en España, McGraw-Hill, Serie McGraw-Hill de Management, 1998.

### **5.2. Additional bibliography:**

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

### **5.3. Teaching resources:**

Power point presentations, cases and academic papers and press articles regarding human resources topics will be used. All will be available at “Aula Global”.

## **6. Methodology:**

This course includes lectures and seminars. The theoretical contents of the course will be presented in the lectures. Real cases, academic papers and press articles will be discussed in the seminars. At the same time students will work on a final project, which they will present in class.

## **7. Activities Planning:**

There are six seminars during the course. In the first three seminars real cases, academic papers and press articles will be discussed.

### **Seminars:**

Group 101: 16<sup>th</sup> and 30<sup>th</sup> April, and 7<sup>th</sup> May.

Group 102: 18<sup>th</sup> April, 2<sup>th</sup> and 9<sup>th</sup> May.

Group 103: 16<sup>th</sup> and 30<sup>th</sup> April, and 7<sup>th</sup> May.

In the last three seminars students will present their final project.

### **Final project presentations:**

Group 101: 4<sup>th</sup>, 11<sup>th</sup> and 18<sup>th</sup> June.

Group 102: 30<sup>th</sup> May and 6<sup>th</sup> and 13<sup>th</sup> June.

Group 103: 4<sup>th</sup>, 11<sup>th</sup> and 18<sup>th</sup> June.

(Seminars and presentations schedule might change depending on the number of students enrolled in the course)