

Human Resources I (21135)

Program: International Business Economics (IBE)

Class year: 3rd and 4th

Trimester: 3rd

Number of ECTS credits: 5

Language: English

Professor: Marco A. Barrenechea Méndez

1. Course description

This course applies economic theory and principles to problems of human resources. That is, it provides a framework for analyzing the most important topics of human resources from an economic perspective. Specifically, it studies human resource policies such as recruitment, training, compensation, promotions, job design and layoffs. This course has to be understood as a complementary approach to traditional approaches (sociology and psychology) to the study of human resources management. The course complements the theory with case studies, discussion questions, exercises, and a review of management tools.

2. Competences

General

- **Instrumental**
 - ✓ Abstraction and synthesis skills (1)
 - ✓ Information management (2)
 - ✓ Self-discipline and self-motivation (3)
- **Interpersonal**
 - ✓ Teamwork skills (4)
 - ✓ Critical capacity (5)
- **Systemic**
 - ✓ Creativity (6)
 - ✓ Reasoning skills and autonomous work (7)

Specific

- ✓ Apply economic reasoning to human resources decisions (8)
- ✓ Assess the impact of such decisions on firm's productivity (9)

3. Content

- ✓ Human resources challenges and strategies

- ✓ Organization design
- ✓ Hiring
- ✓ Investment in skills
- ✓ Managing turnover
- ✓ Compensation
- ✓ Career-based incentives
- ✓ Benefits

4. Assessment

4.1. Assessment System

Overall Evaluation System					
Activity	Criteria	% final grade	Criterion recovery, dates	% recovery (final grade)	Competences assessed
Written test on the theory taught in the course	Test score from 0 to 10. To approve the subject is necessary to obtain an average score above 5 on this test	70%	Recoverable. New written test	70%	1, 5, 6, 7, 8, 9
Academic work (practice meetings)	Score from 0 to 10. To approve the subject is necessary to finish the assignment	20%	Recoverable. Delivery of a new assignment	20%	2, 3, 4, 5, 6, 7
Participation	Score from 0 to 10. To approve the subject is necessary participate in the practice meetings	10%	No recoverable.		1, 2, 5, 6, 7
Students participating in an exchange program must contact the professor directly					

4.2. Conditions to attend recovery

May only attend the recovery process students who, having participated in at least 50% of continuous assessment activities and having presented the final course exam, got an insufficient final grade to approve the subject in the quarterly. Students may only recover that or those activities in which they have achieved a score less than 5.

5. Bibliography and material

5.1. Recommended bibliography

Lazear, E.P., Gibbs, M. "Personnel Economics in Practice, Wiley, 2009
Lazear, E.P., Oyer, Paul (2009). "Personnel economics," Working paper, Stanford University
Prendergast, Canice (1999). "The provision of incentives," *Journal of Economic Literature*, 37(1): 7-63
Lazear, E.P. (2000) "Performance pay and Productivity," *The American Economic Review*, 90(5): 1346-1361
Ehrenberg, R. and Bognanno, M. (1990). "Do Tournaments have incentive effects," 98(6): 1307-1324

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
Hayek, F.A. (1945). "The use of Knowledge in Society."
Bertrand, M. and Mullainathan, S. (2003). "Are Emily and Greg more employable than Lakisha and Jamal," Working paper
Prendergast, C. (2002). "The tenuous trade-off between risk and incentives" *Journal of Political Economy*, 110(5): 1071-1102
Shapiro C. and Stiglitz J. (1984). "Equilibrium unemployment as a worker discipline device," *The American Economic Review*, 74: 433-44
Akerlof, G. and Kranton, R. (2005). "Identity and the economics of organizations," *Journal of economic perspectives*, 19(1): 9-32

5.3. Resources

PowerPoint slides can be found in "Aula Global"
Material for practice sessions can be found in "Aula Global"

6. Methodology

It combines theory classes and practical sessions. Theory classes are seminal and taught twice a week in sessions of an hour and half. These classes present theoretical analysis tools for human resource problems. In practice sessions, taught once a week in sessions of one hour and a half, the theory is applied to specific cases. Students participation is essential.