COURSE SYLLABUS

Economics and Demographics of Labor Markets: Spring 2020
HRM 38:533:565:02

Mondays, 9:30 a.m. – 12:10 p.m., Levin Building, Room 004

Instructor   Douglas Coffey
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Office Hours   Mondays, 12:15 p.m. to 1:15 p.m. and other times
      posted on Canvas
Class Material   https://canvas.rutgers.edu (Use your NetID and Password.)

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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.
- o Communicate complex ideas effectively, in standard written English
- o Analyze and synthesize information and ideas from multiple sources to generate new insights
- o Produce quality research papers with proper convention of attribution/citation
- o Produce high quality executive summaries
- o Make an argument using contemporary and/or historical evidence
- o 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.
- o Demonstrate an understanding of the practical perspectives, theories and concepts in their field of study
- o 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
- o Analyze the degree to which forms of human difference shape a person's experience of, and perspectives on work
- o Analyze a contemporary global issue in their field from a multi-disciplinary perspective

- o   Analyze issues related to business strategies, organizational structures, and work systems
- o   Analyze issues of social justice related to work across local and global contexts (LSER)
- o   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	25%
Exam II – Chapters 4,5,6,7,8 and Assigned Articles	25%
Exam III – Chapters 9,10,11,12 and Assigned Articles	25%
Team Paper and Presentation	15%
Attendance and Participation	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 students' understanding of economics and demographics and how this understanding can provide insights into the employment relationship through empirical research. Students 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 six to eight, double-spaced pages with full citations of all sources.

Each group will present their findings to the class in a PowerPoint presentation. Presentations will be 15 minutes followed by a class 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

More detailed information on project requirements will be reviewed in class.

Attendance and Participation
Students are expected to attend all classes in full and consistently contribute in every class to discussions of text material, economic reports, team presentations, homework review, and current events. Sharing relevant work experience and research is also welcome. Students will be graded according to how they meet these expectations.

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/

Special Needs Accommodations
Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation:
https://ods.rutgers.edu/students/documentation-guidelines.

If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the Registration form
(https://webapps.rutgers.edu/student-ods/forms/registration).

Schedule

Date	Session	Topic	Reading/Deliverable*
1/27	1	Introduction	Chapter 1
2/3	2	Setting Hiring Standards and Recruitment	Chapter 2 and **The Employment Situation -** Bureau of Labor Statistics
2/10	3	Labor Supply and Demand	Chapter 2 (Continued) and **Worldwide Population Data Sheet -** Population Reference Bureau
2/17	4	Investment in Skills	Chapter 3 and **The Employment Situation -** Bureau of Labor Statistics
2/24	**5**	**Exam I – Chapters 1-3 and Assigned Articles** Managing Turnover	**Exam in class** Chapter 4
3/2	6	Decision Making	Chapter 5 and **Foreign-born Workers: Labor Force Characteristics** - Bureau of Labor Statistics
3/9	7	Organizational Structure	Chapter 6 **Persons with Disabilities: Labor Force Characteristics -** Bureau of Labor Statistics
SPRING BREAK - NO CLASS ON MARCH 16			
3/23	8	Job Design and Empowerment **Team Presentations Begin**	Chapter 7
3/30	9	Advanced Job Design	Chapter 8 and **The Future of Work: The Augmented Workforce, Global Human Capital Trends** – Deloitte Insights
4/6	**10**	**Exam II – Chapters 4-8 and Assigned Articles** Performance Evaluation	**Exam in class** Chapter 9
4/13	11	Performance Rewards	Chapter 10 and **Educational Attainment in the United States** – US Census Bureau
4/20	12	Career-based Incentives	Chapter 11 and **Industry Employment and Output Projections to 2026** - Bureau of Labor Statistics
4/27	13	**Team Presentations Conclude**	**Industry Employment and Output Projections to 2026** - Bureau of Labor Statistics
5/4	14	Options and Executive Pay	Chapter 12
5/11	**15**	**Exam III – Chapters 9-12 and Assigned Articles**	**Exam in class**

* Plus other articles as assigned