

Economics 136: Human Resources
UCSD Spring 2016
MWF 1-1:50p
Center Hall 119

Course Description

This microeconomics elective 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 Ted. There is also a discussion board here that I encourage you to use. <http://ted.ucsd.edu>

Contact Information/Office Hours

	<u>day and time</u>	<u>office</u>
Instructor: Yuan Emily Tang, Ph.D. yetang@ucsd.edu	M 7:45-9:45a	Econ 109
TAs: Halbert Mun hmun@ucsd.edu	M 3-5p	Sequoiah 206
Ying Feng yif014@ucsd.edu	Tu 2-4p	Sequoiah 208

Please use econ136ucsd@gmail.com for questions about course content.

Important Dates

Midterm 1:	Friday April 15	in class
Midterm 2:	Friday May 20	in class
Final:	Thursday June 9	11:30a-2:30p

Grades

I will assign letter grades based on your performance on two midterms and one final, weighted as follows: Midterm 1: 20%, Midterm 2: 30%, Cumulative Final: 50%

Midterms will cover incremental material, while the final exam will be cumulative, but will place a heavier emphasis on material from the last portion of the course. The final points earned may be curved; the following apply as the *minimum* of the letter grade you can expect to earn based on the total weighted % of points you earn in the course:

98-100%= A+, 93-97=A, 90-92=A-
88-89=B+, 83-87=B, 80-82=B-
78-79=C+, 73-77=C, 70-72=C-
50-69=D, <50% = F

Policies

Exam dates are not negotiable. If you miss a midterm because of documented illness or sports, the weight of the missed midterm will be added to the weight of the final exam. Unexcused missed exams will receive scores of 0. There are no acceptable excuses for missing the final-- if you miss the final, you will receive a failing grade for the course. Any student caught cheating will receive a failing grade for the course. In addition to this academic sanction, the Council of Deans of Student Affairs will impose a disciplinary penalty.

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

Additional topics may include discrimination, health insurance, and pensions.