



Econ 541: Human Resources and Labor Economics

Economics Elective, Module 2, 2014

Instructor: Qing Wang (qingwang@phbs.pku.edu.cn)

Lecture time: 8:30-10:20am, Monday and Thursday, PHBS Building 229

Office hour: 10:30-11:30am Monday or by appointment, PHBS Building 731, Phone: 26033355

Course website: <http://cms.pkusz.edu.cn>

Course description: This is an elective course designed for graduate students in Economics and related fields. In this course, we will explore theory, empirical practices, and public policy in the field of labor economics and human resource. Students will learn to apply economic theory to business issues and practices and understand the behavior of workers and firms within the employment relationship. The topics start with fundamental theories of labor demand and supply by analyzing the decision-making procedure for households and firms. It then goes on to topics including search and matching, on-the-job training and investment, incentives and compensation, personnel economics, public policy and other important issues.

Topic 1: Education, Human Capital, and Labor Supply

Topic 2: Firm and Labor Demand

Topic 3: Agency, Wage Structure and Executive Compensation

Topic 4: Search, Matching and Unemployment

Topic 5: Institutions and Economic Policy

Topic 6: Personnel Economics

Topic 7: Studies Linking Micro and Macro

Prerequisites: Students are expected to have completed undergraduate level Microeconomic Theory and Econometrics Analysis. This includes the decision making procedure of individuals and firms, market equilibrium and failure, and the basic knowledge of data and regression analysis. Please see me if you are taking the master level courses of Microeconomics and Econometrics or you are unsure about your background to take this course.

Course Management System: We will use CMS (<http://cms.pkusz.edu.cn/>) to manage the course. The course website will appear as *Econ 541: Human Resources and Labor Economics* in your CMS Course List. I will send email announcements through CMS and post all related course materials there. Please check the course website every week.

Class Materials: There is no required textbook for the course. I will use the course website to distribute all announcements, handouts, readings and homework assignments. The following textbooks are a good source of references.

Noe, Raymond A., John. R. Hollenbeck, Barry Gerhart, and Patrick M. Wright. *Human Resources Management*. Renmin University of China Press.

Borgas, George J. *Labor Economics*. McGraw Hill Higher Education.

Lazear, Edward, and Michael Gibbs. *Personnel Economics in Practice*. Wiley.

Cahuc and Zylberberg. *Labor Economics*. The MIT Press.

Grading: Students are expected to attend all lectures, participate in class discussions, read the required class materials and complete homework and projects. The course grade will be determined by:

10 points- Attendance and class participation.

Attendance to all lectures is mandatory.

20 points- Midterm exam.

The midterm exam will be given in your 5th week of the course. This will be an individual exam. More details will be announced in the first lecture.

30 points- Homework assignments.

There will be three homework assignments. The assignments will contain computer exercises using statistical packages. Students are encouraged to form groups to finish the homework. Homework will be presented by a random selected group at the beginning of course when the assignment is due. Late homework will not be accepted.

40 points- Class presentation and written summary.

Each group of students will be responsible for presenting one or two papers or articles from the reading list depending on the class size. You will write a short, written summary of each paper or article that is presented by your classmates.

Academic Integrity: Students are responsible for keeping academic integrity standards for this course. For more information on the Code of Academic Integrity or the Student Honor Council, please visit the school website: http://dean.pku.edu.cn/2011xssc/kswgclff_jyb.htm.