UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Economics of Human Resources

2122-3-E3301M199

Learning objectives

The course aims at providing the knowledge of the labour market and the tools needed for an economic analysis of human resources.

Contents

The course aims at providing the tools needed for an economic analysis of human resources, from both the theoretical and the empirical viewpoint. The programme covers the following topics: the labour market; optimal decisions regarding the types of workers to be hired and about terminating an employment relationship; and the issues of personnel recruitment and incentives policies.

Detailed program

Labor markets: labor supply, labor demand and labor market equilibrium

Unions, collective bargaining and employment protection

Optimal occupational level

Hiring, signalling, and skills

Investment in skills and human capital

Incentive contracts

Discrimination

Prerequisites

Students are required to know the fundamental features of microeconomic analysis

Teaching methods

The course will be in presence

Assessment methods

Exam: attending and non-attending

There are two alternative paths to acquire the skills described in the program according to students' needs.

The "attending" course adapts to the needs of students who wish to attend lessons in person and carry out the activities following the rhythm of the lesson calendar published by the University.

The "non-attending" course is suitable for students who, for work or personal needs, prefer to self-organize their studies.

Both courses explore the same topics and provide in-depth analysis of specific issues, albeit in different ways.

Attending

Preparation

1) Follow the lessons and study the material presented in class (the reference book is the Pepi de Caleo and Brucchi Luchino "Manuale di economia del lavoro", il Mulino, 2015 edition, chapters 1 to 8 and 11)

2) Deepen specific topics by carrying out two working-groups at specific deadlines (brief essays of topics addressed in class, max 10 points)

Examination

The exam is written and concerns the material presented in class. The maximum score is 22. It is not possible to

reject the vote. To improve the grade, the student can request an additional oral exam (+/- 3 points).

The overall grade is obtained by adding the grade of the written exam (max 22) and the points obtained from the group activities (max 10). The grade on the activities remains valid until the April exam of next year.

Not attending

Preparation

1) Study the reference lessons (chapters 1-8 and 11 of the book Pepi de Caleo and Brucchi Luchino "Manuale di economia del lavoro", il Mulino, 2015 edition)

2) Individually investigate specific issues. Contact the Lecturer to get the material.

Examination

Written exam on chapters 1-8 and 11 (max 22 points) + compulsory oral exam (max 10 points). It is not possible to reject the vote.

Textbooks and Reading Materials

Pepi de Caleo e Brucchi Luchino “Manuale di economia del lavoro”, il Mulino, edizione 2015.

Semester

Second term

Teaching language

Italian