UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

The Modern Firm

2425-1-F7702M030

Learning objectives

The course provides students with an in-depth methodology to analyze human resource management policies, and thus offers useful tools to understand firm-specific economic problems. The course introduces the students to the main results of the relevant literature, and promotes students' involvement through class presentations of the most relevant topics.

Contents

The course analyzes the efficient allocation and motivation of employees as well as their development of skills within a company. In addition, the course covers recruiting mechanisms, training strategies and efficient compensation schemes.

Detailed program

Recruitment

Investment in skills

Managing turnover

Performance evaluation

Rewarding performance

Prerequisites

Basic knowledge of microeconomics, statistics and econometrics

Teaching methods

16 classes of 2 hours lecture-based in the first part and interactive in the second part in presence
1 lecture-based lesson of 2 hours in remote
2 interactive exercise sessions of 2 hours in presence
2 exercises sessions of 2 hours in remote

Assessment methods

Learning outcomes will be assessed through a written exam in presence. Students are expected to answer true/false questions motivating their answers. They have to demonstrate awareness of the functioning of the mechanism of management of human resources, apply economic theory and concepts, present an economic argument in quantitative terms. There will be a midterm exam administered in the same way.

Textbooks and Reading Materials

Lazear, Edward P.; Michael Gibbs (2009). Personnel Economics in Practice. 2ndEdition Wiley

Garibaldi, Pietro (2006). Personnel Economics in imperfect labour markets. Oxford University Press

Semester

First semester

Teaching language

English

Sustainable Development Goals

QUALITY EDUCATION | GENDER EQUALITY | DECENT WORK AND ECONOMIC GROWTH | PEACE, JUSTICE AND STRONG INSTITUTIONS