



UNIVERSITÀ  
DEGLI STUDI DI MILANO-BICOCCA

## COURSE SYLLABUS

### The Modern Firm

2526-1-F7704M015

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#### Learning objectives

The course aims at providing students with a solid knowledge and understanding of the main economic models applied to human resources management, as well as the theoretical and conceptual tools needed to interpret economic phenomena within the firm.

Through the analysis and critical discussion of scientific literature and the presentation of real-world cases, the course has the objective of developing the ability to apply this knowledge to independently and critically analyse business decision-making processes related to human resource management.

#### Contents

The course focuses on the application of analytical tools from economics—particularly microeconomics and contract theory—to the study and understanding of individual and firm behavior within workplace settings. Its objective is to systematically analyze how decisions related to personnel management are made within organizations, with particular attention to choices concerning incentives, compensation, recruitment, work organization, and the relational dynamics between employees and employers.

#### Detailed program

- Employees' relection and recruitment
- Investment in skills
- Managing turnover
- Performance evaluation
- Job design: team work
- 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. 2nd Edition 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

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