



UNIVERSITÀ  
DEGLI STUDI DI MILANO-BICOCCA

## COURSE SYLLABUS

### Economics of Human Resources

2627-3-E3303M020-E3303M023M

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#### Learning objectives

The course aims to provide students with a solid understanding of the functioning of labour markets and human resource management practices through the analysis of the main theoretical models and the corresponding empirical evidence.

Upon successful completion of the course, students will be able to:

- understand the main economic models of labour markets and human resource management;
- apply these models to interpret the behaviour of workers and firms and to analyse labour market policies;
- formulate independent judgements on the economic effects of labour market policies and human resource management practices by using theoretical tools and empirical evidence;
- communicate economic analyses and results effectively using the appropriate terminology of labour economics;
- develop the skills required to pursue further independent study in labour economics.

#### Contents

The course provides students with the theoretical and empirical tools required to analyse labour markets and human resource management. It covers topics including the functioning of labour markets, firms' choices regarding different types of labour, employment termination decisions, recruitment policies, training, and employee incentive schemes.

#### Detailed program

1. Labour markets: equilibrium under perfect competition
2. Labour market imperfections and unemployment
3. Labour market regulation

4. Worker selection and training
5. Incentive compensation systems
6. Discrimination in labour markets

## **Prerequisites**

Students are expected to have a basic knowledge of microeconomic analysis.  
The course Macroeconomics and Economic Policy is a prerequisite for this course.

## **Teaching methods**

Teaching consists of face-to-face lectures in which theoretical models are complemented by the discussion of empirical evidence, practical applications, and labour market policies. Students are encouraged to participate actively in class discussions, developing critical thinking skills and the ability to apply economic tools to real-world labour market issues.

## **Assessment methods**

Assessment consists of a 90-minute written examination, identical for attending and non-attending students. The examination includes six open-ended questions designed to assess the achievement of the intended learning outcomes.

Students are required to:

- demonstrate knowledge and understanding of the main theoretical models of labour economics and human resource management;
- apply these models to the analysis of specific economic issues and interpret the corresponding empirical evidence;
- formulate well-reasoned evaluations of the behaviour of economic agents and the effects of labour market policies;
- communicate their arguments clearly and rigorously using appropriate economic terminology.

Each correct answer is worth 5.2 marks, for a maximum total of 31/30.

## **Textbooks and Reading Materials**

Pepi de Caleo e Brucchi Luchino "Manuale di economia del lavoro", il Mulino, edition 2015. chapters 1-5, 7-8 and 11.

## **Semester**

Second semester

## Teaching language

Italian

## Sustainable Development Goals

DECENT WORK AND ECONOMIC GROWTH

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