UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

SYLLABUS DEL CORSO

The Modern Firm

2627-1-F7704M015

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 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