

Course unit code	BE 165
Course unit title	Labour Economics and Human Resource Management

GENERAL INFORMATION				
Study program	Graduate study program: Economics and Business economics		Year	1.
Director of the course and assistant	Full professor, Marija Bušelić, Ph.D. E-mail: mbusel@efpu.hr Assistant professor, Sanja Blažević, Ph.D. E-mail: sblazev@unipu.hr			
Course status	X	Mandatory		Elective
Credits allocated and type of lectures				
			Winter semester	Summer semester
ECTS students workload			7,5	
Number of hours per semester			75 (45 + 30)	

Course objectives, teaching and learning methods and learning outcomes

The fundamental objective of the course is to help students master the concepts in the field of labour economics and HRM. Lectures and seminars are mainly organized in the form of round-table discussions which will enable students to develop the ability to work in a team as well as the ability to develop critical thinking and discussion.

Specifics are reflected in the fact that after the course students should be able to:

1. Read professional and scientific literature in the field of labour economics (with critical thinking)
Activities: analysis of selected articles from the journal Labour Economics, Tourism and Social Research
Methods of evaluation : homework , exercises , discussions
2. Search databases and relevant literature in the field of labour economics and HRM
Activities: search the database and find interesting articles on the topic they are interested in
Methods of evaluation : homework , exercises
3. To understand concepts from the field of labour economics and HRM
Activities: leading discussions on selected topics in the classroom (in the form of workshops)
Methods of evaluation : an activity in class, exercise

Requirements, correspondence and correlativity

The course is closely related to courses from the field of economics and management, and his passing (acquisition of specific and generic competences) is also a prerequisite for mastering the content of other courses and in general is important for developing critical thinking and learning about the different databases that will be helpful during the entire process of studying.

Course content (list of topics)

- Introduction to the course and analyzing curriculum. General concepts in the field of labour economics and HRM: labour supply and demand for labor, the function of human resources management
- Analysis of labor legislation
- Becker's model, the allocation of time in households
- Total work benefits - wage + other compensation modes
- The structure of wages - the heterogeneity of jobs and workers

- (Un)employment and the employment relationship
- Wage efficiency and seniority wages and models that support them
- Issue of the employment for HRM
- Managing behavior in organizations
- Labour productivity and employment
- Planning and Human Resource Development
- Selection and recruitment of human resources
- Motivation
- Assessing the efficiency in planning and performance operations
- Comparative review of global labour market indicators

Modes of instruction and acquiring knowledge (mark in bold)

Lectures	Seminars and workshops	Exercises	Individual tasks	Multimedia and internet
Distance learning	Counseling	Laboratory	Tutorial	Fieldwork

Student requirements

- Attend classes and participate actively in the learning and teaching process
- Write and present essay upon assigned topics
- Homework and exercises
- Final exam

Assessment and evaluation of students (mark in bold)

Attendance	Class participation	Seminar paper	Experimental work
Written exam	Oral exam	Essay	Research
Project	Continuous assessment	Report	Practical work

Assessment breakdown within the *European credit transfer system*

REQUIREMENTS	HOURS (estimation)	LEARNING OUTCOMES	SHARE IN ECTS	SHARE IN GRADE
Essay	30	1 - 3	0 - 1,125	0 - 15%
Essay presentation	10	3	0 - 0,75	0 - 10%
Class participation	75	1 - 3	0 - 1,875	0 - 25%
Final written exam	75	3	0 - 3,75	0 - 50%

Bibliography

Mandatory bibliography

- Armstrong, M, (2007.) A Handbook of Human Resource Management Practice, Kogan Page Limited, London
- DeCenzo, D.A., Robbins, S.P. (2010) Fundamentals of Human Resource Management, 10th ed., Wiley&Sons, USA
- Holbeche, L. (2002.) Aligning Human Resources and Business Strategy, Elseviere, Burlington

Additional bibliography

- Journals from Labour economics and HRM field

Additional information on the course