# Labour Economics and Human Resources Management

## Prof. Flavia Cortelezzi

***COURSE AIMS AND INTENDED LEARNING OUTCOMES***

The course aims to provide the fundamental elements to understand how labour markets work.

During lectures, after defining the fundamental concepts of employment, unemployment and inactivity, the main mechanisms regarding how the labour market functions will be presented. Subsequently, the classic themes of the human resources economy will be treated from the point of view of the company. In particular, the fundamental economic mechanisms underlying the choice of employment level, the selection of workers, and the main remuneration mechanisms will be illustrated. Finally, it will conclude by highlighting the relationships that exist with other disciplines.

At the end of the course, students will be able to understand the functioning of the market in which the individual company is operating, with particular reference to the pricing and production strategies adopted and to the strategic interaction between companies.

With reference to labour market, students will be able to understand the choices made by individual companies in terms of human resource management, as well as interpret the main dynamics of the labour market starting from the data provided by the institutions.

***COURSE CONTENT***

1. The labour market. Unemployment: defining factors. Statistics on unemployment in Italy and Europe. Types of unemployment. Steady unemployment rate. Applications of economic policy: the Phillips curve from an international perspective. Social security cushions: tools for integrating income for the unemployed and the Biagi Law.

2. Labour: supply and demand. Stylised facts. Employment decisions in companies in the short and long term. Building labour demand. Building the labour supply curve. Labour supply in the life cycle.

3. Balance in the labour market. Balance in a single competitive labour market and applications of economic policies. Competitive balance between labour markets and implications of economic policies: immigration.

4. Inside the company: information and hiring process. How to attract the best candidates? Selection process. Types of contracts.

5. Human resource economics. Remuneration systems: performance-based remuneration and hourly-based salary. Wage bargaining in Italy: trade unions and collective bargaining. Career systems: bonus and profit sharing. Incentives and deferred remuneration. Applications of economic policy: remuneration for managers. Efficiency wages.

6. Comparison with other disciplines. The point of view of sociology. The relationships with Economics and Law.

***READING LIST***

The reading list will be announced at the beginning of the course. Specific reference texts together with complementary study material will be made available on Blackboard and during the course lectures.

***TEACHING METHOD***

Frontal lectures, classroom exercises, case studies.

***ASSESSMENT METHOD AND CRITERIA***

The exam is written and covers all the course topics studied in class and in the texts from the reading list.

The exam will consist of a number of three questions, to be chosen by students among four questions. To pass the exam it will be necessary to obtain a passing mark (greater than or equal to 18).

The exam aims at assessing coherent answers, understanding and mastery of studied topics as well as the ability to synthesise and explain specific case studies, appropriate use of specific terminology, and students’ ability to argue and confront current issues related to the topics of the course.

***NOTES AND PREREQUISITES***

There are no specific prerequisites related to the contents and the course is open to all those interested in acquiring the fundamental elements of economic models related to the business and the labor market. A basic knowledge of micro and macroeconomics concepts can however be very useful***.***

In case the current Covid-19 health emergency does not allow frontal teaching, remote teaching and assessment will be carried out following procedures that will be promptly notified to students.

Further information can be found on the lecturer's webpage at <http://docenti.unicatt.it/web/searchByName.do?language=ENG>, or on the Faculty notice board.