

Faculty of Economics and Political Science

Economics of Labor and HR Development

Information :

Course Code : ECO 307

Level : Undergraduate

Course Hours : 3.00- Hours

Department : Department of Economics

Area Of Study :

This course provides the students with a clear understanding of labor market behavior, its structures and causes of unemployment and its types. It also aims at identifying the theories of labor market, wage determinants, factors of supply and demand and labor productivity. It studies the migration of labor phenomenon and investment in human capital. Besides, it provides the students with required mechanisms for managing human resources as recruitment, screening and evaluation system.

Course Goals:

ÇIdentify the labor market theories and policy debates in labor economics.

ÇDemonstrate the knowledge of the important features of the labor markets within real life applications.

ÇAcquire the basic economic tools to understand the labor market mechanism.

Description :

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Course outcomes :

a.Knowledge and Understanding: :

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| 1 - | Explain the role of Government in labor market development. |
| 2 - | Introduce the discipline of labor economics and its areas of interest. |
| 3 - | Understand labor market behavior, structures, factors of supply and demand, labor bargaining, human capital and human resource management. |
| 4 - | Explore the relationship between population, participation, productivity and economic performance. |

b.Intellectual Skills: :

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| 1 - | Evaluate different managerial concept and human resource development. |
| 2 - | Design set of policies to solve business problems. |
| 3 - | Analyze the Labor Market (Supply and Demand). |

c.Professional and Practical Skills: :

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| 1 - | Discuss the role of syndicates in determining work conditions. |
| 2 - | Differentiate between different types of unemployment and the causes of each. |

d.General and Transferable Skills: :

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| 1 - | Develop critical thinking, problem solving abilities and creativity. |
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2 - Gain planning, analytical, communication and decision-making skills.

Course Topic And Contents :

Topic	No. of hours	Lecture	Tutorial / Practical
Introductory Lecture and Course Outline	3	1	
Labor Economics: Introduction and Overview ÇLabor Economics and the Labor Market	3	1	
The Theory of Individual Labor Supply ÇThe Theory of Labor Force participation	3	1	
Population, Participation Rates, and Hours of Work	3	1	
Labor Quality: Investing in Human CapitalÇEducation and Age-Earnings Profiles ÇCalculating the Returns to Education ÇHuman Capital and Mobility	6	2	
Midterm Exam		1	
The Demand for Labor and Labor Market Equilibrium ÇThe Production Function ÇThe Short-Run Demand for Labor, The Demand for Labor in the Long-Run ÇThe Demand for Labor in Non-Competitive Product Market	6	2	
Government and the Labor Market: Employment, Expenditures, and TaxationÇWage Determination and the Allocation of LaborÇCompensating Wage DifferentialsÇInternational Trade and Relative Wages	3	1	
Labor Market DiscriminationÇGender and racial Differences in Labor Market ÇTheories of Labor Market Discrimination	3	1	
Labor Market Discrimination ÇMeasuring the Effect of Discrimination on Pay-Gaps ÇAnti-Discrimination Policies and The Effects of Anti-Discrimination Policies	3	1	
Labor Unions and Collective Bargaining ÇUnions: Background and Facts ÇTheories of Union Growth ÇUnion Bargaining Power and Strikes and The Effects of Unions	3	1	
Employment and Unemployment	3	1	
Final Exam		1	

Teaching And Learning Methodologies :

PowerPoint Presentations.

Group discussion.

Research Paper.

Course Assessment :

Methods of assessment	Relative weight %	Week No	Assess What
Course Work (Attendance, Participation, Assignments, Quizzes, Research Paperè)	30.00		To assess understanding and to assess theoretical background of the intellectual and practical skills.
Final Exam	40.00	15	To assess knowledge and intellectual skills.
Midterm Exam	30.00	7	To assess professional skills.

