

Course Descriptions NonDegree 2013-2014

Course Title	Economics of labour markets and human capital							
Course Code	EBC4092							
ECTS Credits	6,5							
Assessment	None							
Period	Period	Start	End	Mon	Tue	Wed	Thu	Fri
	1	2-9-2013	25-10-2013		X			X
Level	no level							
Coordinator	Andries de Grip For more information:a.degrip@maastrichtuniversity.nl							
Language of instruction	English							
Goals	<p>Specific competencies</p> <p>(1) Position learning and development as part of the organisational strategy</p> <p>-Specify the contribution of development and training to organisational development and strategic positioning of the organisation</p> <p>(2) Develop a learning and development policy</p> <p>-Identify training and development needs (on individual, team and organisational level)</p> <p>-Evaluate the contribution and role of HRD to an organisation</p> <p>(3) Manage the quality of the learning and development-function</p> <p>-Monitor and control the use of resources</p> <p>-Accountability: monitoring the (cost) effectiveness of learning and development programmes</p> <p>Generic competencies</p> <p>Scientific knowledge</p> <p>Awareness of broader context</p> <p>Academic reasoning</p> <p>Problem-solving skills</p> <p>Learning skills</p> <p>Self-management skills</p> <p>(International) communication skills</p> <p>Interpersonal and team-working skills</p> <p>Leadership</p> <p>Research skills</p>							
Description	<p>What are the drivers behind the supply and demand developments at the labour market, and the interactions between supply and demand? What are the implications of the diffusion of technological and organisational innovations on the skills demanded? What are the costs and benefits of formal education and training and informal training for workers and firms? And what are the causes of human capital obsolescence? All these questions are addressed in this course that aims to increase students' understanding of (1) the implications of labour market developments for both workers and firms, and (2) the effects of human capital investments and deterioration on workers' wages and employability, as well as the performance of organisations. This will enable students to understand the costs and benefits of 'make-or-buy' decisions on generic and specific human capital development from a firm's perspective. Moreover, the course deals with the institutional context and public policies on life-long learning.</p> <p>Objectives</p> <p>-Understanding of labour market developments and supply-demand interactions</p> <p>-Understanding of potential effects of training on employees and the organisation</p> <p>-Understanding of economics of education and training</p> <p>-Understanding of the institutional context of education and training</p> <p>-Understanding of the determinants of skills obsolescence and employees' employability</p> <p>-Skills in the analysis of the internal and external environment of organisations from an economic perspective</p> <p>-Skills in of cost-benefit analysis on learning and development programmes</p>							
Literature								
Prerequisites								
Teaching methods	PBL / Presentation / Lecture / Assignment							
Assessment methods	Final Paper / Attendance / Participation / Written Exam							
Evaluation in previous academic year	For the complete evaluation of this course please click http://iwio-sbe.maastrichtuniversity.nl/rapporten.asp?referrer=codeUM							
This course belongs to the following programme / specialisation	Master Management of Learning				Compulsory Courses			
	SBE Exchange Master				Master Courses			
	SBE Non Degree Courses				Master Courses			