Course Descriptions None 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

Specific competencies
(1) Position learning and development as part of the organisational strategy
-Specify the contribution of development and training to organisational development and strategic positioning of the organisation

(2) Develop a learning and development policy
-Identify training and development needs (on individual, team and organisational level)
-Evaluate the contribution and role of HRD to an organisation

(3) Manage the quality of the learning and development-function
-Monitor and control the use of resources
-Accountability: monitoring the (cost) effectiveness of learning and development programmes

Generic competencies
Scientific knowledge
Awareness of broader context
Academic reasoning
Problem-solving skills
Learning skills
Self-management skills
(International) communication skills
Interpersonal and team-working skills
Leadership
Research skills

Description

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.

Objectives
-Understanding of labour market developments and supply-demand interactions
-Understanding of potential effects of training on employees and the organisation
-Understanding of economics of education and training
-Understanding of the institutional context of education and training
-Understanding of the determinants of skills obsolescence and employees' employability
-Skills in the analysis of the internal and external environment of organisations from an economic perspective
-Skills in of cost-benefit analysis on learning and development programmes

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