Course Descriptions None 2023-2024

Course Title	Job Performance and the Employment Relationship
Course Code	EBC2138
ECTS Credits	6,5
Assessment	Whole/Half Grades

Period

Period	Start	End	Mon	Tue	Wed	Thu	Fri
2	30-10-2023	15-12-2023	X			X	

Level	Intermediate
Coordinator	Lex Borghans For more information:lex.borghans@maastrichtuniversity.nl
Language of instruction	English
Goals	Understanding of a firm's trade-offs I recruiting, rewarding and developing workers Understanding trade-offs in job design and allocation of workers to tasks and jobs Understanding of the economic principles that can be used for these and related HRM decisions and policies Skills how to use and refine such personnel policies in the practice of a firm
Description	To improve the performance of a firm, managers have to find tools to hire the right people, to sort them into the right job, to motivate them to do their work well, to develop their skills through formal and informal learning and to cooperate efficiently with co-workers. Firms that stimulate one aspect might do so at the cost of others. Managers therefore face many complex trade-offs in their personnel policies. In this course economic tools to understand these trade-offs will be discussed and illustrated with examples how to apply them in practice. Many questions are asked about the employment relationship, such as: Why should pay vary across workers within firms – and how "compressed" should pay be within firms? Should firms pay workers for their performance on the job or for their skills or hours of work? How are pay and promotions structured across jobs to induce optimal effort from employees? How to design jobs and performance measures? Why use teams and how are teams used most effectively? How should all these human resource management practices, from incentive pay to teamwork, be combined within firms?
Literature	Lazear E.P. and M. Gibbs (2015), Personnel Economics in Practice, 3rd ed, Wiley, New York. The textbook is supplemented with a few academic journal articles.
Prerequisites	Knowledge and understanding of introductory microeconomics, like the first-year course EBC1009, Economics and Business and EBC1010, Microeconomics, the latter being based on (parts of) Perloff J.M. (2011), Microeconomics, Pearson, Addison Wesley, Boston. An advanced level of English
Teaching methods	PBL / Presentation / Lecture / Assignment / Groupwork
Assessment methods	Final Paper / 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

Bachelor Economics and Business Economics - Emerging Markets	Year 3 Elective Course(s)
Bachelor Economics and Business Economics - International Business Economics	Year 3 Economics Elec(s) - Maj Accounting
Bachelor Economics and Business Economics - International Business Economics	Year 3 Economics Elec(s) - Maj Finance
Bachelor Economics and Business Economics - International Business Economics	Year 3 Economics Elec(s) - Maj Inf Mgmt
Bachelor Economics and Business Economics - International Business Economics	Year 3 Economics Elec(s) - Maj Marketing
Bachelor Economics and Business Economics - International Business Economics	Year 3 Economics Elec(s) - Maj Org
Bachelor Economics and Business Economics - International Business Economics	Year 3 Economics Elec(s) - Maj SCM
Bachelor Economics and Business Economics - International Business Economics	Year 3 Economics Elec(s) - Maj Strategy
Bachelor Fiscal Economics	Annex 1 Electives
Bachelor International Business - Emerging Markets	Year 3 Elective Course(s)
Bachelor International Business	Year 3 Economics Elec(s) - Maj Accounting
Bachelor International Business	Year 3 Economics Elec(s) - Maj Finance
Bachelor International Business	Year 3 Economics Elec(s) - Maj Inf Mgmt
Bachelor International Business	Year 3 Economics Elec(s) - Maj Marketing
Bachelor International Business	Year 3 Economics Elec(s) - Maj Org
Bachelor International Business	Year 3 Economics Elec(s) - Maj SCM
Bachelor International Business	Year 3 Economics Elec(s) - Maj Strategy
SBE Exchange Bachelor	Bachelor Exchange Courses
SBE Exchange Master	Bachelor Exchange Courses
SBE Non Degree Courses	Bachelor Courses