

## Course Descriptions Exchange 2020-2021

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

| Period | Start      | End        | Mon | Tue | Wed | Thu | Fri |
|--------|------------|------------|-----|-----|-----|-----|-----|
| 2      | 26-10-2020 | 11-12-2020 | X   |     |     | X   |     |

|  |   |  |                           |  |   |  |  |  |   |  |  |  |                                    |  |                                    |  |   |                           |                           |  |                           |                                 |   |                                 |  |                                 |   |                                 |  |                                 |                                    |                                 |                                    |                                 |   |                       |                           |                     |                           |                        |                  |
|--|---|--|---------------------------|--|---|--|--|--|---|--|--|--|------------------------------------|--|------------------------------------|--|---|---------------------------|---------------------------|--|---------------------------|---------------------------------|---|---------------------------------|--|---------------------------------|---|---------------------------------|--|---------------------------------|------------------------------------|---------------------------------|------------------------------------|---------------------------------|---|-----------------------|---------------------------|---------------------|---------------------------|------------------------|------------------|
| Level  | Intermediate  |  |                           |  |   |  |  |  |   |  |  |  |                                    |  |                                    |  |   |                           |                           |  |                           |                                 |   |                                 |  |                                 |   |                                 |  |                                 |                                    |                                 |                                    |                                 |   |                       |                           |                     |                           |                        |                  |
| Coordinator  | Steffen Kuenn For more information:s.kuenn@maastrichtuniversity.nl  |  |                           |  |   |  |  |  |   |  |  |  |                                    |  |                                    |  |   |                           |                           |  |                           |                                 |   |                                 |  |                                 |   |                                 |  |                                 |                                    |                                 |                                    |                                 |   |                       |                           |                     |                           |                        |                  |
| Language of instruction  | English   |  |                           |  |   |  |  |  |   |  |  |  |                                    |  |                                    |  |   |                           |                           |  |                           |                                 |   |                                 |  |                                 |   |                                 |  |                                 |                                    |                                 |                                    |                                 |   |                       |                           |                     |                           |                        |                  |
| Goals  | Understanding of a firm's trade-offs I recruiting, rewarding and developing workers<br>Understanding trade-offs in job design and allocation of workers to tasks and jobs<br>Understanding of the economic principles that can be used for these and related HRM decisions and policies<br>Skills how to use and refine such personnel policies in the practice of a firm   |  |                           |  |   |  |  |  |   |  |  |  |                                    |  |                                    |  |   |                           |                           |  |                           |                                 |   |                                 |  |                                 |   |                                 |  |                                 |                                    |                                 |                                    |                                 |   |                       |                           |                     |                           |                        |                  |
| Description  | PLEASE NOTE THAT THE INFORMATION ABOUT THE TEACHING AND ASSESSMENT METHOD(S) USED IN THIS COURSE IS WITH RESERVATION. THE INFORMATION PROVIDED HERE IS BASED ON THE COURSE SETUP PRIOR TO THE CORONAVIRUS CRISIS. AS A CONSEQUENCE OF THE CRISIS, COURSE COORDINATORS MAY BE FORCED TO CHANGE THE TEACHING AND ASSESSMENT METHODS USED. THE MOST UP-TO-DATE INFORMATION ABOUT THE TEACHING/ASSESSMENT METHOD(S) WILL BE AVAILABLE IN THE COURSE SYLLABUS.<br /><br />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.<br>In this course economic tools to understand these trade-offs will be discussed and illustrated with examples how to apply them in practice.<br>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.<br>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.<br>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 <a href="http://iwio-sbe.maastrichtuniversity.nl/rapporten.asp?referrer=codeUM">http://iwio-sbe.maastrichtuniversity.nl/rapporten.asp?referrer=codeUM</a>   |  |                           |  |   |  |  |  |   |  |  |  |                                    |  |                                    |  |   |                           |                           |  |                           |                                 |   |                                 |  |                                 |   |                                 |  |                                 |                                    |                                 |                                    |                                 |   |                       |                           |                     |                           |                        |                  |
| This course belongs to the following programme / specialisation              | <table> <tr> <td>Bachelor Economics and Business Economics - Emerging Markets</td><td>Year 3 Elective Course(s)</td></tr> <tr> <td>Bachelor Economics and Business Economics - International Business Economics</td><td>Year 3 Economics Elec(s) - Maj Accounting</td></tr> <tr> <td>Bachelor Economics and Business Economics - International Business Economics</td><td>Year 3 Economics Elec(s) - Maj Finance</td></tr> <tr> <td>Bachelor Economics and Business Economics - International Business Economics</td><td>Year 3 Economics Elec(s) - Maj Inf Mgmt</td></tr> <tr> <td>Bachelor Economics and Business Economics - International Business Economics</td><td>Year 3 Economics Elec(s) - Maj Marketing</td></tr> <tr> <td>Bachelor Economics and Business Economics - International Business Economics</td><td>Year 3 Economics Elec(s) - Maj Org</td></tr> <tr> <td>Bachelor Economics and Business Economics - International Business Economics</td><td>Year 3 Economics Elec(s) - Maj SCM</td></tr> <tr> <td>Bachelor Economics and Business Economics - International Business Economics</td><td>Year 3 Economics Elec(s) - Maj Strategy</td></tr> <tr> <td>Bachelor Fiscal Economics</td><td>Year 2 Elective Course(s)</td></tr> <tr> <td>Bachelor International Business - Emerging Markets</td><td>Year 3 Elective Course(s)</td></tr> <tr> <td>Bachelor International Business</td><td>Year 3 Economics Elec(s) - Maj Accounting</td></tr> <tr> <td>Bachelor International Business</td><td>Year 3 Economics Elec(s) - Maj Finance</td></tr> <tr> <td>Bachelor International Business</td><td>Year 3 Economics Elec(s) - Maj Inf Mgmt</td></tr> <tr> <td>Bachelor International Business</td><td>Year 3 Economics Elec(s) - Maj Marketing</td></tr> <tr> <td>Bachelor International Business</td><td>Year 3 Economics Elec(s) - Maj Org</td></tr> <tr> <td>Bachelor International Business</td><td>Year 3 Economics Elec(s) - Maj SCM</td></tr> <tr> <td>Bachelor International Business</td><td>Year 3 Economics Elec(s) - Maj Strategy</td></tr> <tr> <td>SBE Exchange Bachelor</td><td>Bachelor Exchange Courses</td></tr> <tr> <td>SBE Exchange Master</td><td>Bachelor Exchange Courses</td></tr> <tr> <td>SBE Non Degree Courses</td><td>Bachelor Courses</td></tr> </table> | 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 | Year 2 Elective Course(s) | 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 |
| 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  | Year 2 Elective Course(s)   |  |                           |  |   |  |  |  |   |  |  |  |                                    |  |                                    |  |   |                           |                           |  |                           |                                 |   |                                 |  |                                 |   |                                 |  |                                 |                                    |                                 |                                    |                                 |   |                       |                           |                     |                           |                        |                  |
| 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  |  |                           |  |   |  |  |  |   |  |  |  |                                    |  |                                    |  |   |                           |                           |  |                           |                                 |   |                                 |  |                                 |   |                                 |  |                                 |                                    |                                 |                                    |                                 |   |                       |                           |                     |                           |                        |                  |