

Econ 580: Personnel Economics

Instructor:	Dr. Stephen Lich-Tyler
Email:	swlt@email.unc.edu
Office hours:	Gardner 303, Mondays and Wednesdays 1:00-3:00
Meeting times:	Spring 2014, Mondays and Wednesdays and Fridays 11:00-11:50
Meeting place:	Gardner Hall, Room 309
Materials:	Lazear and Gibbs: <u>Personnel Economics in Practice</u> , 2nd edition
Prerequisites:	Labor economics (480 or equivalent) Calculus, microeconomics, and statistics

Personnel economics is a branch of labor economics that deals with the employer-employee relationship. While most economic transactions are brief and generic, this relationship is complicated and personal. We will deal with four major topics: selection, compensation, jobs, and evaluation. The course is largely theoretical, but all of the topics have practical applications. I hope that you can apply these principals if you ever find yourself supervising employees or consulting a firm on management issues.

Attendance: Regular attendance is expected, but I don't monitor attendance formally. Regardless of whether you attend, I expect that you will submit assignments on time and that you know any announcements made in class.

Announcements: When I need to make administrative announcements, I will write them on the board at the start of lecture, or I will email the class. The course website contains assignments, old exams, and supplemental handouts.

Readings and Quizzes: I will assign readings approximately weekly, usually on Friday. You will be expected to read these by the following Monday. In addition, there will be a quiz on Monday over the readings. This will typically be a 10-minute, fixed-response quiz. I will give you a set of questions in advance from which the quiz questions will be derived. (For readings from the textbook, these questions will be based on the study questions at the end of the chapters.) You are allowed to bring a single page of your own handwritten notes to the quizzes. These study questions will be the starting point for the week's discussions.

Academic integrity: Giving or receiving unauthorized assistance is, of course, not allowed. You are allowed — and encouraged — to bring a single page of your own handwritten notes to each quiz. You may prepare these notes with another student, but you should not rely on the other student as a source of information. For the exams, you may use a basic calculator if you wish. You should assume that other aids are unauthorized. Finally, you may not acquire my documents from, or place my documents into, any online or physical archive, other than the course website on Sakai.

Grading policies: Your grade will be based on three exams:

Quizzes (Mondays)	20%
Exam 1 (Mon., Feb 17th)	30%
Exam 2 (Mon., Mar 31st)	30%
Exam 3 (Tues., May 6th, 12:00-2:00)	50%

Exams are graded with traditional ordinal grades (... , B+, B, B-,...), which do not necessarily correspond with fixed percentages. In calculating your weighted average, I convert these letters into numerical values (... , $88\frac{1}{3}$, 85, $81\frac{2}{3}$,...). At the end, your overall score is translated back into a letter grade (B+ is $86\frac{2}{3}$ to 90; B is $83\frac{1}{3}$ to $86\frac{2}{3}$, B- is 80 to $83\frac{1}{3}$, and so forth). One missed quiz is forgiven; if there is none, then the lowest quiz grade is dropped. The weight on the lowest of the three exams is reduced by 30 percentage points. There are no make-up midterms. If you miss one for any reason, it is the exam given zero weight in the calculation. If there are any opportunities for extra credit, they will always be announced publicly and made available to the entire class. The final exam is given in compliance with UNC final exam regulations and according to the UNC Final Exam calendar.

Schedule: Exam dates are almost certain. Quizzes will typically be on Mondays, though not every week.

Syllabus changes: The instructor reserves the right to make changes to the syllabus, including due dates and test dates. Changes will be announced as early as possible.