Unit Outline S2 2014
Faculty of Business, Government & Law

Human Resource Economics
6385
This Unit Outline must be read in conjunction with:

a) **UC Student Guide to Policies**, which sets out University-wide policies and procedures, including information on matters such as plagiarism, grade descriptors, moderation, feedback and deferred exams, and is available at *(scroll to bottom of page)*

b) **UC Guide to Student Services**, and is available at *(scroll to bottom of page)*

c) Any additional information specified in section 6h.

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### 1: General Information

1a  Unit title: Human Resource Economics  
1b  Unit number: 6385  
1c  Semester and year offered: Semester 2, 2014  
1d  Credit point value: 3  
1e  Unit level: 3  
1f  Name of Unit Convener and contact details (including telephone and email)
   
   Dr Ben Freyens  
   Ph (02) 6201 2357  
   Email: ben.freyens@canberra.edu.au  
   Room 11B16  
1g  Administrative contact details (including name, location, telephone and email)
   
   Faculty of Business, Government & Law Administration Office  
   Room: 11B27  
   Tel: 6206 8810  
   Email: BGLAdminEnquiries@canberra.edu.au

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### 2: Academic Content

2a  Unit description and learning outcomes

The aim of this unit is to provide students with the methods used by economists to analyse human resource issues within organisations and the ways in which human resource decisions influence labour market outcomes. The emphasis will be on professional and policy related issues in Australia and overseas.

On completion of this unit:
1. Students will be able to understand the economic principles explaining how markets for human resources work in Australia and overseas;

2. Students will understand the major determinants of employment, unemployment and the distribution of income within a country;

3. Students will identify and understand the major policy issues affecting labour markets such as migration, employment protection, discrimination, and the role of trade unions;

4. Students will understand how pay and incentives schemes can enhance workforce productivity for different types of jobs and organisations.

2b Generic skills and attributes

By the end of their course, graduates will have developed skills and attributes in:

1. Communication
   The ability to present knowledge, ideas and opinions effectively and communicate within and across professional and cultural boundaries

2. Analysis and inquiry
   The ability to gather information, and to analyse and evaluate information and situations in a systematic, creative and insightful way

3. Problem solving
   The ability to apply problem-solving processes in novel situations; to identify and analyse problems then formulate and implement solutions

4. Working independently and with others
   The ability to plan their own work, be self-directed, and use interpersonal skills and attitudes to work collaboratively

5. Professionalism and social responsibility
   The capacity and intention to use professional knowledge and skills ethically and responsibly, for the benefit of others and the environment

2c Prerequisites and/or co-requisites

A minimum of a pass grade in Introduction to Economics or at the discretion of the unit convenor. It is the responsibility of students to ensure that they have the recommended prerequisites.

3: Delivery of Unit and Timetable

3a Delivery mode: On Campus Delivery with online support

Lecture: Monday 11:30 – 13:30 in 07B10

3b Timetable of activities.

Workshops lag lectures by a week, and start in week 2. Each week’s workshop exercises relate to the previous week’s lecture topic
<table>
<thead>
<tr>
<th>Week</th>
<th>Summary of Activities</th>
<th>Reference chapter in texts</th>
</tr>
</thead>
</table>
| 1    | 11 Aug | L1: Introduction /Labour supply  
No tutorials | Laing ch 4  
Sloane ch 1 and 2 |
| 2    | 18 Aug | L2: Labour demand  
tutorials 1: Labour supply | Laing ch 3, 26  
Sloane ch 5 |
| 3    | 25 Aug | L3: Competitive equilibrium and market frictions  
tutorials 2: Labour demand | Laing ch 7  
Sloane ch 9 |
| 4    | 1 Sep  | L4: Human Capital  
tutorial 3 Labour suply | Laing, ch5  
Sloane ch 3 |
| 5    | 8 Sep  | L5: Migration  
tutorial4: Human Capital | Laing,  
ch 20 and 21 |
| 6    | 15 Sep | Mid Term Exam  
No tutorials | |
| 7    | 22 Sep | L6: Discrimination  
tutorial5: Migration | Laing  
ch 11 and 12  
Sloane ch 6 |
| 8    | 29 Sep | Mid Semester break  
from Mon. 29 Sept to Fri. 3 Oct. | |
| 9    | 6 Oct  | Public holiday – no classes | |
| 10   | 13 Oct | L7: Personnel Economics: Performance and Incentive Pay  
tutorial 7: Discrimination | Laing,  
ch14 and 17  
Sloane ch.10 |
| 11   | 20 Oct | L8: Unemployment and the economics of job search  
Tutorial 8: Incentive pay | Laing ch. 22  
Sloane |
| 12   | 27 Oct | L9: Industrial Relations I: Unions, bargaining and conflict  
tutorials 9: Unemployment | Laing ch 18  
Sloane ch 8 |
| 13   | 3 Nov  | L10: Industrial Relations II: Employment Protection in Australia  
tutorials 10: Unions and arbitration | Freyens papers on Moodle |

### 4: Unit Resources

4a Lists of required texts/readings
The main text we will follow is:


The lecture slides, lecture recordings, tutorial questions and resolutions that will be supplied to students will cover the basic material for assessment.

Students wishing to complement the lecture and textbook material can consult a number of other, more advanced sources, which have sometimes been used to prepare particular themes of the lectures. These include:

- Peter Sloane, Paul Latreille and Nigel O'Leary (2013). “Modern Labour Economics” Routledge, Abingdon, UK

4b Materials and equipment

No additional equipment required

4c Unit website

To find your unit site online, login to LearnOnline(Moodle) using your student ID. Note that your unit site has a profiles page that displays your name and email address for the benefit of other students. If you prefer to hide your email address, click here for instructions.

5: Assessment

5a Assessment overview

<table>
<thead>
<tr>
<th>Assessment item (including exams held in the exam period)</th>
<th>Due date of assignments</th>
<th>Weighting (total to equal 100%)</th>
<th>Addresses learning outcome(s)</th>
<th>Addresses generic skill(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Midterm exam</td>
<td>Monday 15 Sept 2014: 11.30am-1.30pm in 07B10</td>
<td>50%</td>
<td>LO 1 - 3</td>
<td>UCGS 2, 3, 4</td>
</tr>
<tr>
<td>2. Final exam (please refer to final exam timetable)</td>
<td>TBA</td>
<td>50%</td>
<td>LO 1 - 4</td>
<td>UCGS 2, 3, 4</td>
</tr>
</tbody>
</table>

UC Generic Skills
1 - Communication
2 - Analysis and Inquiry
3 - Problem Solving
4 - Working independently and with others
5 - Professionalism and Social Responsibility
In order to pass this unit you must complete and submit each item of coursework, score at least 40 percent on the final exam and achieve an overall mark of at least 50 per cent after all assessment items have been completed.

5b   Details of each assessment item

1. Mid semester exam

**Due date:** Monday the 15th of September 2014, 11.30 am -1.30pm  
**Permitted Materials:** NONE except for an unannotated non electronic language dictionary  
**Assessment Weight:** 50 per cent of final grade

The mid-term test will be held in the lecture period on 15th September. It will last 2 hours and cover the material presented in weeks 1- 5 inclusive (lectures + tutorials). The test will consist of 20 multiple choice questions (worth 25 marks altogether) and 4 short answer questions (worth 6.25 marks each) – the two sections summing 50 marks.

2. Final Exam

**Due Date:** during S2 2014 examination period  
**Permitted Materials:** NONE except for an unannotated non electronic language dictionary  
**Assessment Weight:** 50 per cent of final grade

The final exam will be a 2 hours exam conducted in the University examination period. It will cover the material presented in lectures 6-10 only (lectures weeks 7, 10, 11, 12 and 13 and associated seminars). The final exam will have the same structure (MCQ + short answer questions) as the mid-semester test.

Un-annotated dictionaries and calculators are permitted in examinations

5c   Submission of assessment items

Not applicable

5d   Special assessment requirements

Not Applicable

5e   Supplementary assessment

Refer to the UC Supplementary Assessment Policy

5f   Academic Integrity

Students have a responsibility to uphold University standards on ethical scholarship. Good scholarship involves building on the work of others and use of others’ work must be acknowledged with proper attribution made. Cheating, plagiarism, and falsification of data are dishonest practices that contravene academic values. Please see UC's Academic Integrity Policy.

To enhance understanding of academic integrity, it is expected that all students will complete the LearnOnline Academic Integrity Module (AIM) at least once during their course of study. The module is automatically available as a listed site when students log into LearnOnline.

5g   Use of text-matching software
The University of Canberra has available, through LearnOnline (Moodle), text-matching software that helps students and staff reduce plagiarism and improve understandings of academic integrity. Known as URKUND, the software matches submitted text in student assignments against material from various sources: the internet, published books and journals, and previously submitted student texts. Click here for further information on the URKUND text-matching software.

[Note that this unit does not have an essay component as part of its assessment structure]

6: **Student Responsibility**

6a **Workload**

The amount of time you will need to spend on study in this unit will depend on a number of factors including your prior knowledge, learning skill level and learning style. Nevertheless, in planning your time commitments you should note that for a 3cp unit the total notional workload over the semester or term is assumed to be 150 hours. These hours include time spent in classes. The total workload for units of different credit point value should vary proportionally. For example, for a 6cp unit the total notional workload over a semester or term is assumed to be 300 hours.

6b **Inclusion and Welfare**

Students who need assistance in undertaking the unit because of disability or other circumstances should inform their Unit Convener or Inclusion and Welfare as soon as possible so the necessary arrangements can be made.

6c **Participation requirements**

You are required to attend lecture and the workshops each week in order to stay current with the unit content. Attendance will be marked in the workshops.

6d **Withdrawal**

If you are planning to withdraw please discuss with your unit convener. Please see Withdrawal of Units for further information on deadlines.

6e **Required IT skills**

You should possess basic word processing skills as well as familiarity with University of Canberra online resources, such as the library website and online research gateway.

6f **In-Unit Costs**

(Note: To calculate your unit fees see: How do I calculate my fees?. The online UC Co-op Textbook Search is available for purchasing text books.)

6g **Work placements, internships or practicums**

Not Applicable

6h **Additional information**

If you are not sure of any aspect of this unit outline, please contact the unit convener as soon as possible.

7: **Student Feedback**
All students enrolled in this unit will have an opportunity to provide anonymous feedback on the unit at the end of the Semester via the Unit Satisfaction Survey (USS) which you can access by logging into MyUC via the UC homepage: http://www.canberra.edu.au/home/. Your lecturer or tutor may also invite you to provide more detailed feedback on their teaching through an anonymous questionnaire.

8: Authority of this Unit Outline

Any change to the information contained in Section 2 (Academic content), and Section 5 (Assessment) of this document, will only be made by the Unit Convener if the written agreement of Head of Discipline and a majority of students has been obtained; and if written advice of the change is then provided on the unit site in the learning management system. If this is not possible, written advice of the change must be then forwarded to each student enrolled in the unit at their registered term address. Any individual student who believes him/herself to be disadvantaged by a change is encouraged to discuss the matter with the Unit Convener.