Course Description:
This course offers a rigorous treatment of topics in managing workforce and organization using theoretical tools in labor economics, industrial organization economics and game theory. Topics include hiring policy, variable pay, training, signaling, turnover, promotions, evaluations, job design, teams, internal structure of firms, and vertical structure.

Instructors:
Dr. Hodaka Morita (first half)
Office: John Goodsell Room 203
E-mail: H.Morita@unsw.edu.au
Office hours: TBA

Dr. Arghya Ghosh (second half)
Office: John Goodsell Room 129
E-mail: A.Ghosh@unsw.edu.au
Office hours: TBA

Tutor: Pierre Richard (pierrer@agsm.edu.au)

Lecture/tutorial timetable:
Lecture: Tuesday 12:00-14:00 (CLB 1)
Tutorial:
Tutorial 1 Tuesday 10:00-11:00 (WEB 302)  Tutorial 3 Tuesday 14:00-15:00 (Quad 1048)
Tutorial 2 Tuesday 11:00-12:00 (Quad G034)  Tutorial 4 Tuesday 15:00-16:00 (JG 139)

- Every student should be enrolled in a tutorial through TAS (Tutorial Allocation System). No exceptions.
- Tutorials start from Week 2. Problem sets are available on the WebCT. Please download them on your own. You should prepare answers before coming to the tutorial. Active participation in the tutorials is strongly encouraged.

Required text book:
Available at the UNSW bookshop.
Workload Expectations:

[Note: This item has been required by UNSW’s FCE to be inserted here.]

It is expected that you will spend at least ten hours per week studying this course. This time should be made up of reading, research, working on exercises and problems, performing computer tasks and attending classes. In periods where you need to complete assignments or prepare for examinations the workload may be greater.

Over commitment has been a cause of failure for many students. You should take the required workload into account when planning how to balance study with employment and other activities.

Assessment:

- Two writing assignments: 30%
- Tutorial participation: 5%
- Final Exam: 65%

(The date of the final exam will be determined by the University)

Writing assignments:

There are two writing assignments. Writing assignment #1 will ask you to read a journal article and answer some questions. The length of your answers will be around 600-800 words in total. Writing assignment #2 will be similar to #1. Details will be announced later.

Schedule of lectures and readings:

WEEK 1 (July 26): Course Overview; Hiring Policy I
Reading: Lazear Chapter 2

WEEK 2 (August 2): Hiring Policy II
Reading: Lazear Chapters 3 and 4
Tutorial: A review of optimization; An introduction to game theoretic-analysis

WEEK 3 (August 9): Variable Pay or Straight Pay?
Reading: Lazear Chapters 5
Tutorial: Problem Set #1

WEEK 4 (August 16): The Theory of Human Capital
Reading: Lazear Chapter 6
Tutorial: Problem Set #2

WEEK 5 (August 23): No lecture; no tutorials

WEEK 6 (August 30): Labor Mobility and Human Capital Accumulation: An International Comparison
Reading: Lecture note (to be posted on the WebCT. Please download it.)
Tutorial: Problem set #3

WEEK 7 (September 6): Information, Signaling, and Raiding
Reading: Lazear Chapter 8
Tutorial: Problem Set #4
Second half of the course:

In this half of the course we focus on three important aspects of corporate organization -

(i) Decision rights
(ii) Rewards
(iii) Evaluation

Rather than trying to do all three bits we will focus on the first two and then examine how those are affected when a team is involved.

DECISION RIGHTS

WEEK 8 (September 13): Empowerment in a Managerial Hierarchy
Reading: Chapter 12, BSZ (Brickley-Smith-Zimmerman)
Tutorial: Problem Set #5

Writing Assignment #1 due: in the tutorial on September 14. No late assignments, please.

WEEK 9 (September 20): Empowerment of Workers
Reading: Chapter 18, Lazear
Tutorial: Problem Set #6

WEEK 10 (October 4): Tasks and Jobs
Reading: Chapter 13, BSZ
Tutorial: Problem Set #7

REWARDS

WEEK 11 (October 11): Promotions and Industrial Politics
Reading: Chapters 9 and 10, Lazear
Tutorial: Problem Set #8

WEEK 12 (October 18): Seniority-based Incentive Pay
Reading: Chapter 11, Lazear
Tutorial: Problem Set #9

TEAMS

WEEK 13 (October 25): Team Production
Reading: Chapter 12, Lazear
Tutorial: Problem Set #10

WEEK 14 (November 1): Review
Tutorial: Problem Set # 11

Writing Assignment #2 due: in the tutorial on November 1. No late assignments, please.

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Please carefully read the following:

Special consideration:

If you believe that your performance in a subject, either during session or in an examination, has been adversely affected by sickness or other adverse circumstances, you should notify the Registrar and ask for special consideration in the determination of your results. Requests for special consideration must be accompanied by appropriate documentation. They should be made as soon as practicable after the problem occurs. Applications made more than three days after the final examination in a subject will only be considered in exceptional circumstances.

Special consideration request forms and details of required documentation are available from the Student Centre in the Chancellery. Students should be aware that lodgement of a request for special consideration does not guarantee the granting of a supplementary exam. Supplementary examinations will only be recommended by the School of International Business for students whose final examination performance has been affected by serious illness or other extraordinary circumstances which can be documented AND if there is evidence on the basis of performance during the session that the student has made satisfactory progress.

Academic misconduct:

Faculty requests that the following statement be included in this handout.

Students are reminded that the University regards academic misconduct as a very serious matter. Students found guilty of academic misconduct are usually excluded from the University for 2 years. Depending on the circumstances in individual cases, the period of exclusion can range from one session to permanent exclusion from the University. The followings are some of the actions which have resulted in students being found guilty of academic misconduct in recent years:

- Taking unauthorised materials into an examination.
- Submitting work for assessment knowing it to be the work of another person.
- Improperly obtaining prior knowledge of an examination appear and using that knowledge in the examination.
- Failing to acknowledge the source of materials in an assignment.

For your information:

Education Development Unit
Additional learning support, tailored to the needs of FCE students, is available from the Education Development Unit (EDU) in the Faculty. The EDU offers a range of services for FCE students including:
- Academic skills workshops run throughout the session;
- Printed and on-line study skills resources e.g. referencing guide, report writing and exam preparation;
- A drop-in resource centre containing books and audio visual material that can be borrowed;
- A limited consultation service for students with individual or small group learning needs.
More information about the EDU services including on-line resources, workshop details and consultation request forms are available from the EDU website.

**Contacts and location:**
EDU Web:  http://education.fce.unsw.edu.au
EDU Location:  Room 2039, Level 2 Quadrangle Building

EDU services are free and confidential and are available to students of the Faculty of Commerce and Economics.

**Other UNSW support**
In addition to the EDU services, the UNSW Learning Centre provides academic skills support services for students. The Learning Centre is located on Level 2 of the Library and can be contacted by Phone: 9385 3890 or through their website: http://www.lc.unsw.edu.au/. Students experiencing problems of an academic or personal nature are encouraged to contact the Counselling Service at UNSW. This service is free and confidential and run by professional counsellors. The Counselling Service is located on Level 2, Quadrangle East Wing, and can be contact on 9385 5418.