

University of St. Francis  
College of Business and Health Administration  
Joliet, Illinois

July 30, 2012

Course Information

Course Title, Number and Section   MGMT 363 Economics of Labor Management

Pre-requisites:           ECON 102 and MGMT 150.

Semester and Year       Fall 2012

Meeting Date/Time   **TTh 8:00 – 9:15 AM**

**Course Start Date:** August 20, 2012

**Course End Date:** December 14, 2012

Location/Site/Online **N-218 Tower Hall**

Professor Information

Name Dr Bruce Hartman                   [My Contact Info](#)

Office Hours           TBD

Office Location       Tower Hall North 222 B

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Website:           <http://drbrucehartman.net>

Required Books/Materials

***Textbook:***

McConnell, Campbell, et.al. (2010) Contemporary Labor Economics, 9th Edition, McGraw-Hill Irwin.

The text comes with a website, [www.mhhe.com/mcconnellCLE9e.com](http://www.mhhe.com/mcconnellCLE9e.com), that contains quizzes, chapter summaries, PowerPoint presentations and more pedagogical content.

***Websites:***

The following websites contain content that will be used in the class. The instructor will give more specific instructions during the class.

- ❖ [www.bea.gov](http://www.bea.gov)
- ❖ [www.bls.gov/#BureauofLaborStatistics](http://www.bls.gov/#BureauofLaborStatistics)
- ❖ [www.census.gov/#CensusBureau](http://www.census.gov/#CensusBureau)
- ❖ [www.nlr.gov/](http://www.nlr.gov/)
- ❖ [www.unionstats.com/](http://www.unionstats.com/)
- ❖ [www.econlib.org](http://www.econlib.org)
- ❖ [www.oswego.edu/~economic/journals.htm](http://www.oswego.edu/~economic/journals.htm)
- ❖ [www.nber.org/](http://www.nber.org/)
- ❖ [econwpa.wustl.edu/EconFAQ/EconFAQ.html#ResourcesforEconomistsonTheInternet](http://econwpa.wustl.edu/EconFAQ/EconFAQ.html#ResourcesforEconomistsonTheInternet)
- ❖ [www.nafe.net](http://www.nafe.net)

***Other:***

The following list of publications are recommended for general reasons. These are not required for the course, but they provided the student with current information related to labor economics and are also a good source for articles. Student discounts are available through the instructor for these publications. Please contact me via email or phone for more information.

- The Wall Street Journal
- The Financial Times
- The Economist (weekly magazine)
- Forbes (bi-weekly magazine)
- Fortune (bi-weekly magazine)
- BusinessWeek (weekly magazine)

***Software:***

In this course you are expected to use MS Word, Excel, and Powerpoint for your work. You will also need to access the USF Canvas learning system.

Course Description (From USF Catalog including IAI if applicable)

**MGMT 363 ECONOMICS OF LABOR MANAGEMENT (3) [offered every other year] -** studies microeconomics determinants of labor demand and supply including topics such as impact of collective bargaining and current economic problems in labor relations and legislation. Prerequisites: ECON 102 and MGMT 150.

Why this course

Labor is one of the major inputs to any economic activity. It's important to managers to analyze how worker behavior and performance depends on economic forces, and workers too should be aware of how these forces interact in their own and their family work choices. It's a specialty in economics, because of the need to go beyond conventional micro and measure behavior with a high emotional content. In most workplaces employee motivation is very critical, and enterprises also need to respond to governmental and societal pressures in the very regulated field of work. You will be prepared to deal with these special considerations when you walk onto your job.

Course Objectives/Outcomes

Upon completion of this course the student will be able to:

- interpret the workings of supply and demand in the labor market
- explain the theory of labor supply
- understand the work-leisure model
- understand the Becker model of the allocation of time
- analyze labor force participation rate changes within the population
- explain the theory of human capital
- derive the demand for labor curve
- explain the elasticity of labor demand
- analyze the determinants of the demand for labor
- explain wage determination in various markets
- apply the concept of a bilateral monopoly
- apply the economics of fringe benefits
- discuss the history, role and impact of labor unions
- understand and analyze the role of government in the labor market
- explain the basics of forensic economics

- explain the various types of unemployment that exists in the labor markets
- use professional communication skills (orally and in writing) to complete course activities and projects
- exercise critical thinking by preparing and appraising discussions or presentations, and reviewing peer products and articles in the field

Course Requirements (assignments/expectations/activities)

The grades in this class will be based on three items:

- ✓ **Exams**
- ✓ **Final Paper/Presentation**
- ✓ **Participation/Homework**

**Participation/Homework.** The student is expected to attend class and participate each week via class discussions. Some additional discussion groups will be held in canvas, and students must participate as indicated. You should read the required material ahead of time and be prepared to discuss the topics in class. Any assigned homework is due the next class meeting. No late assignments will be accepted for credit. I do not grade homework, but a solid effort will earn you the participation points.

**Exams.** There will be three exams throughout the course. Each exam will be based on material from your textbook, material on assigned websites and other handouts given throughout the term. The exams will consist of a variety of objective questions and problems including true-false questions, multiple choice questions, essay questions and problems. All exams are not strictly comprehensive in nature. No make-up exams are allowed.

**Final Paper/Presentation.** Each student will be required to submit a written term paper on a labor economics/management topic. The paper is to be in APA or MLA format and be a minimum of 5 pages long. The student will also prepare and present a PowerPoint presentation regarding the written paper itself. These issues, including due dates for the presentations, will be addressed further during the semester. Topics must be approved by the instructor prior to October 4, 2012.

The completed paper will be due no later than December 10, 2011. Late term papers will receive a zero.

Methods of Evaluation (grading scale)

Item	Points	Percentage
Participation	50	11%
Exams 3 exams X 100	300	67%
Paper	100	22%
Total Points	450	100%

- I expect 90% or above earns an A, 80% or above a B, 70% or above a C, and 60% or above a D.

Policy on Returning Assignments to Students: Feedback on assignments will be returned to the students within one week, usually sooner. Email and phone messages from students will be answered within 24-48 hours unless the instructor announces otherwise. The student is advised to contact the instructor by phone for issues of an urgent nature.

Attendance Policy

**CANVAS AND INTERNET:** All communication related to this course should take place in Canvas, inside the course. You need a high speed internet link to use Canvas to obtain class material, participate in discussions, collaborations and activities, and to communicate with me and with classmates. You'll find you can easily record video and audio and use white board capability, post images, attach documents, and the like, in Canvas. I will have in-person office hours on campus, and you are always welcome to come see me, drop in at other times, or make an appointment with me. I will also have scheduled chat sessions Canvas for the courses I am teaching.

**TECHNOLOGY:** Tell your instructor if you are having a technology problem with your online course. If you need help resolving it or simply want to know more, consult <http://learnit.stfrancis.edu> or the Center for Instructional Development, whose contact information appears below.

**SHOWING UP ONLINE:** You need to attend online those scheduled sessions which are required. There is no allowance or exception for personal or business responsibilities. If you must be absent from a scheduled session, for a legitimate purpose, give me as much notice as possible. Use the Private Communication option in Canvas to notify and communicate with the instructor! If you find you are unable to meet your commitment, let me know as much in advance as possible so we can deal with your loss.

**MAKEUP ACTIVITIES:** There is no planned makeup of activities missed. If you need to miss an important mandatory event, give me as much notice in advance as you can.

**PARTICIPATION:** Your participation in discussions and webinars, and other collaborative web activities will be measured, and part of your grade for an activity will be based on participation. You should ask questions-- chances are, if you have a question then someone else in the class does also. I will also always explain or answer a question in the chat sessions. I hope Canvas implements the recording of Chat Sessions soon, so they can be distributed afterward, but at present you must be there to hear and see.

**PREPARATION:** In order to be successful in this course, you should read each day's reading assignment and think about it BEFORE a required session on the topic. You should spend a minimum of 2 hours on your reading and homework for each nominal course 'hour' per week. This means you are expected to spend at least 9 hours per week outside class studying for a 3-credit course.

#### Other Course Policies

**CONDUCT IN CLASS:** Conduct yourself appropriately, with respect for each other, for faculty and staff, and for college property, just as you would in a business setting, in class and outside. This includes proper behavior online. Check out online etiquette from the [University of Wisconsin Colleges](#) or [Kent State's policy](#), or [SUNY's discussion group thoughts](#).

**PROFESSIONAL STANDARDS FOR YOUR WORK:** All work products need to be completed in a professional, neat, clear, and interesting manner. Your score will be reduced for unprofessionally submitted products. See the Video on Canvas about professional writing, multimedia, and spreadsheets.

**RESPONSIBILITY FOR MATERIAL:** Students are responsible for comprehending all reading assignments and problems regardless of whether or not they are directly covered in a session. Clarify issues you have in your mind about this by consulting your instructor.

**STUDY GROUPS:** You are encouraged to work in study groups to discuss and master the subject. There are collaboration tools available in Canvas that could make this easier to do than exchanging emails. We'll discuss them and practice using them as the class proceeds.

**CHANGES:** While every effort will be made to follow the rules stipulated in this outline, change may sometimes be necessary. I reserve the right to make changes, and when this happens, due care will be taken to give as much notice to you as possible.

**TURNITIN:** Students should be aware that suspect assignments will be submitted to the **Turnitin** system by the instructor for the purpose of detecting possible plagiarism. The term "plagiarism" includes, but is not limited to, the use by paraphrase or direct quotations, of the published or unpublished work of another person without full and clear acknowledgment. It also includes the unacknowledged use of materials prepared by another person or agency who may or may not be engaged in the selling of term papers or other academic materials.

Students agree that continued enrollment in this course after the receipt of this syllabus constitutes permission that all required papers may be submitted to **Turnitin** for the detection of plagiarism and that all submitted papers will be retained as source documents in the **Turnitin** reference database and used solely for the purpose of detecting plagiarism of such papers.

Students are responsible for ensuring that their work is consistent with USF's expectations about academic integrity.

**Turnitin** is an electronic resource that assists in the detection and deterrence of plagiarism by electronic comparison for textual similarity. Additional information about the **Turnitin** plagiarism prevention tool is available at <http://www.turnitin.com/>

Course Outline/Schedule

<b>Module</b>	<b>Tentative Start Date</b>	<b>Topic(s)</b>	<b>Activities</b>	<b>Readings</b>
1	8/20	Orientation	Welcome (online) Discussion: About you Discussion: Labor Experience	Syllabus and Course Information
2	8/23	Introduction		Chapter 1
3	8/27	Theory of Labor Supply		Chapter 2
	9/3	LABOR DAY	NO CLASS	
4	9/4	Labor Force Participation Rates & Allocation of Time		Chapter 3
5	9/10	Human Capital		Chapter 4
6	9/17	The Demand for Labor	EXAM #1	Chapter 5
7	9/24	Demand for Labor (cont.)		Chapter 5
8	10/1	Wage Rate Determination		Chapter 6
9	10/8	Alternative Payment Sources /Wage Structures		Chapters 7 and 8
	10/15-10/19		NO CLASSES	
10	10/22	History of Labor Unions	EXAM #2	Chapter 10
11	10/29	Labor Unions and Collective Bargaining		Chapter 10
12	11/5	Economic Impact of Unions		Chapter 11
13	11/12	Government and the Labor Market		Chapter 12 and 13
14	11/19	Employment and Unemployment		Chapter 18
	11/22-11/25	THANKSGIVING BREAK	(NO CLASSES)	
15	11/26	Forensic Economics		<a href="http://www.nafe.net">www.nafe.net</a>
16	12/3	Project Reports and Presentations	<b>Project Report</b>	
17	12/10-12/14		<b>FINAL EXAM</b>	

**USF Mission Statement:**

As a Catholic university rooted in the liberal arts, we are a welcoming community of learners challenged by Franciscan values and charisma, engaged in a continuous pursuit of knowledge, faith, wisdom, and justice, and ever mindful of a tradition that emphasizes reverence for creation, compassion, and peacemaking. We strive for academic excellence in all programs, preparing women and men to contribute to the world through service and leadership.

**Mission Statement of the College of Business and Health Administration:** The mission of the College of Business and Health Administration is to offer undergraduate and graduate degree programs that are career oriented with a strong focus on academic excellence. Undergraduate programs are designed for traditional and non-traditional students providing academic and practical knowledge combining the effective use of technology with a global perspective and socially responsible leadership. Graduate and certificate programs are practitioner-based and designed for working professionals driven by real-world knowledge, emerging research, and the development of critical thinking skills. The College is guided by the University's Franciscan values of respect, compassion, integrity, and service.

**(For Business Courses Only)**

**School of Business ACBSP Statement:** All programs in the School of Business are accredited by the Accreditation Council for Business Schools and Programs. ACBSP is a leading specialized accreditation association for business education supporting, celebrating, and rewarding teaching excellence. ACBSP promotes continuous improvement and recognizes excellence in the accreditation of business education programs around the world.

**ADA Statement:**

The University strives to be in compliance with Americans with Disabilities Act (ADA) regulations. To this end, a student who requires special support or arrangements due to a disability should contact the Academic Resource Center, Library L 214, 815-740-5060 to coordinate accommodations. This contact should occur no later than the first week of classes in order to allow for sufficient time to provide accommodations. Should a need arrive after the start of a semester, the student is encouraged to contact the ARC as soon as possible. Each case will be reviewed on an individual basis.

**Academic Integrity:**

Students have an obligation to exhibit honesty in carrying out their academic assignments. Students may be found to have violated this obligation if they plagiarize or cheat. Plagiarism is presenting the work of others as one's own: cheating is taking, giving, or accepting any illicit advantage for any course work inside or outside of the classroom. See the narrated Powerpoint on Canvas about examples of some academic integrity violations.

**Academic Resources:** If you need academic-related resources or assistance, please contact the Academic Resource Center located on the second floor of the USF Library, room 214, or contact them at (815) 740-5060 or [ARC@stfrancis.edu](mailto:ARC@stfrancis.edu).

**Technical Support:**

The Center for Instructional Delivery (CID) administers the online course management system, Canvas, and provides technical support to those students and faculty using Canvas. If you are experiencing difficulties using Canvas or need technical assistance, you have several options to receive support:

**1. Locate Help Resources Online.** A student user guide and other resources for solving issues related to Canvas can be found at [learnit.stfrancis.edu/](http://learnit.stfrancis.edu/).

**2. Report a Problem Online.** If you have questions regarding technical difficulties, you can report a problem by clicking on the orange **Help** button located in the upper right corner of your online course. You will receive a response from the CID support team within 24 hours.

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**IMPORTANT NOTE:** Responses to Help requests will go to your USF **stfrancis.edu** email account, **NOT** your personal email.

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To learn how to access your USF email account, go to: [learnit.stfrancis.edu/canvas/canvas-guides-students.htm](http://learnit.stfrancis.edu/canvas/canvas-guides-students.htm)

**3. Telephone Support.** You can also phone the Center for Instructional Delivery for personal help at (815) 740-5080 or (866) 337-1497 (toll-free) between 8:00 AM and 4:00 PM Central Standard Time.

**Policies not covered in this document will be handled in accordance with the USF catalog.**