



Curriculum - 2017

BBA Hons (Human Resource Management) Degree Program

Faculty of Management and Finance

University of Ruhuna

HRM 41423: Personnel Economics

Level: 4000

Number of Credits : 03

Course Description

Personnel economics is concerned with the economic perspectives of the key human resource management functions and the labor market behavior. It provides an understanding on concepts, theories, and models of personnel economics for making rational decisions on human resource issues.

Intended Learning Outcomes

At the end of the course, the student will be able to;

- Discuss the perfect labor market and imperfect labor market behaviors,
- Explain concepts, theories, and models of personnel economics,
- Apply economic principles, concepts, models, tools, and labor force information to analyze human resource management issues.

Teaching/Learning Methods

Lectures, group discussions, workshops, and seminars

Methods of Assessment

In-course Assessments	: 30%
End Semester Examination	: 70%

Course Contents

1. Introduction to personnel economics
2. General survey of labor force in Sri Lanka
3. Demand, supply, labor market equilibrium, and wage determination
4. Labor migration
5. Gender and the labor market
6. Introduction to non-competitive labor markets
7. Managing adverse selection in recruiting
8. Optimal compensation schemes
9. Pay for performance with wage constraints
10. Training and human capital investment
11. Training investment in imperfect labor market

Recommended Readings

1. Garibaldi, P. (2006). *Personnel Economics in Imperfect Labor Markets*, Oxford University Press.
2. Ehrenberg, R.G. & Smith, R.S. (2003). *Modern Labor Economics: Theory and Public Policy*. (08th Ed). Location: willy
3. McConnell. Brue. & Macpherson. (2009). *Contemporary Labor Economics*. (08th Ed). India: McGraw-Hill.
4. International Labor Office, (2008). *Promoting Equity: Gender-neutral job evaluation for equal pay: A step-by-step guide*. Geneva: E & S
5. International Labor Office. (2007). *Equality at work: Tackling the challenges*, Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work. Geneva: ILO
6. Department of Census and Statistics. (Latest). *Sri Lanka Labor Force Survey: Annual Report*, Sri Lanka: DCS