

ECON 7940

Economics of Managing Organizations
Course Syllabus

Spring 2012
MW, 200-315
Sanford 312

INSTRUCTOR

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Office hours

Friday, 130-330

and by appointment

COURSE DESCRIPTION

Application of microeconomic principles to the study of the behavior of workers and managers in organizations. Analyzes how to select and retain productive workers; allocate decision-making authority, design jobs, and manage teamwork; and evaluate and reward employee performance.

COURSE OBJECTIVE

Students will learn how to apply microeconomic principles to address the problems of organizational design and employee selection, retention, and motivation.

REQUIRED COURSE MATERIAL

Text: Lazear, E. and M. Gibbs, *Personnel Economics in Practice 2e*, Wiley. [[Wiley](#) | [Amazon](#)]

In addition, you will be assigned selected cases and articles from the scholarly literature and popular press. See the course outline for details.

TOPICAL OUTLINE

1. Introduction
 - a. Economics of Human Behavior
 - b. Labor Supply and Demand
2. Selection and Investing in Employees
 - a. Setting Hiring Standards
 - b. Recruitment
 - c. Education and Training
 - d. Turnover

3. Organizational Structure and Job Design
 - a. Decision Making
 - b. Organizational Architecture
 - c. Job Design
 - d. Teams
4. Motivation and Incentive Compensation
 - a. Performance Evaluation
 - b. Rewarding Performance
 - c. Career-Based Incentives
 - d. Executive Pay

ASSIGNMENTS AND GRADING POLICY

Performance will be evaluated on the basis of class participation, teamwork assignments, a midterm exam, and a final exam, weighted as follows:

<u>Component</u>	<u>Weight</u>
class participation	.10
teamwork	.30
midterm exam	.30
final exam	.30

You will be ranked relative to other students in the class according to your overall performance and grades assigned based on your class rank. I will use the plus/minus system to make distinctions within grade categories.

Class Attendance

Regular class attendance is expected. [UGA academic regulations](#) authorize a professor to withdraw students with excessive absences and I will exercise that authority. Also, it will be very difficult to earn credit for class participation if you are not there.

Exam Dates & Policies

The final exam is scheduled for **Friday, May 4 at 330p.**

Failure to take the final exam at the scheduled time will result in a grade of zero. There is one and only one exception to this rule: if you have a *documented* family emergency or personal illness. In this case, you must resolve the situation as promptly as possible.

ELECTRONIC DEVICE POLICY

Cell phones **must** be muted or turned off and stowed away during class. Laptops may be used in class, but **only** for purposes directly related to the course (e.g., taking notes and viewing course materials).

UNIVERSITY HONOR CODE & ACADEMIC HONESTY POLICY

As a University of Georgia student, you have agreed to abide by the University's academic honesty policy, "A Culture of Honesty," and the Student Honor Code. All academic work must meet the standards described in "A Culture of Honesty" found at: www.uga.edu/honesty. Lack of knowledge of the academic honesty policy is not a reasonable explanation for a violation. Questions related to course assignments and the academic honesty policy should be directed to the instructor.

CHANGES TO THE SYLLABUS

The syllabus is a general plan for the course; deviations announced to the class by the instructor may be necessary.