

**Econ 3720: Economics of Personnel**  
(Note: this is a writing course)  
**Dr. Perri**  
**Spring 2009**  
**Tues. & Thurs., 2-3:15 P.M., Raley 1010**

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**Text: Personnel Economics in Practice (Edward P. Lazear & Michael Gibbs [Wiley 2009])**

**Course description:** This course applies economic analysis to personnel issues. The allocation of resources & incentives are considered in the context of human resource management.

I am generally available from 8:30 to 4:00 P.M. on Monday, & 8:30 to noon on Tuesday. These are the times when I can usually be found in my office. Students who wish to be sure of finding me in my office can call before coming to see me or can make an appointment. If you wish to contact me & I am not in my office, use e-mail. I will respond to e-mail messages; I will not respond by telephone when messages are left for me.

**The deadline for dropping this class is Monday, March 23, 2009.**

**Exams:** Exam times will be announced at least one week in advance. The third exam will be on the last day of class, Tuesday, 04/28/09. There are three exams; each covers one section of the course. Each exam is (initially) worth 50 points. For an exam missed with an **excused absence**, I will use the average of your other two exam scores. ☹ Very few absences are likely to be excused! ☹

**Students with learning disabilities.** If you have a verifiable learning disability & request special treatment for exams, **you must speak to me in advance of exams**, & I will then tell you what can be done to accommodate you.

**Paper:** You will write a paper on a topic involving the economics of personnel. You will be allowed to revise this paper one time. The paper is worth 50 points. The following dates apply:

<u>Date</u>	<u>Action Regarding Paper</u>
03/24/09	Last day for approval of topic.
04/07/09	First draft due <b>in class</b> .
04/16/09	Corrected first draft returned to you <b>in class</b> .
04/28/09	Final draft due <b>in class</b> .

**Note:** Your paper topic must be approved by me in person, not via telephone, e-mail, etc.

**Grade:** Each exam is initially worth 50 points. Your total points will be determined by multiplying your highest exam score by 1.5, your lowest exam score by .5, & adding these amounts to the score on your other exam & to your points on the required paper. Thus you have 200 possible points. Your grade will be based entirely on these points. I will be available from noon to 1:00 P.M., Tuesday, 5/5/09 to discuss your scores on the paper & exam 3, & your course grade.

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**COURSE OUTLINE**

**Section I. Hiring, skill investment, & turnover**

Read: Preface, pages 1-2, Chapters 1, 2, 3 (including the appendix), & 4.

**\*\*EXAM ONE\*\***

**Section II. Decision making, organizational structure, job design, performance evaluation, & rewards**

Read: Pages 107-108, chapters 5-8, pages 231-235, chapters 9 & 10 (including Part I of the appendix) .

**\*\*EXAM TWO\*\***

**Section III. Incentives, benefits, entrepreneurship, & the employment relationship**

Read: Chapters 11 & 12, pages 347-348, & chapters 13-15.

**\*\*EXAM THREE\*\***

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