COURSE DETAIL

JOB PERFORMANCE AND THE EMPLOYMENT RELATIONSHIP
Country Netherlands
Host Institution Maastricht University - School of Business and Economics
Program(s) Business and Economics, Maastricht
UCEAP Course Level Upper Division
UCEAP Subject Area(s) Economics Business Administration
UCEAP Course Number 173
UCEAP Course Suffix
UCEAP Official Title JOB PERFORMANCE AND THE EMPLOYMENT RELATIONSHIP
UCEAP Transcript Title JOB PERF & EMPLYMNT
UCEAP Quarter Units 6.00
UCEAP Semester Units 4.00

Course Description

To improve the performance of a firm, managers have to find tools to hire the right people, sort them into the right job, motivate them to do their work well, develop their skills through formal and informal learning, and cooperate efficiently with co-workers. Firms that stimulate one aspect might do so at the cost of others. Managers, therefore, face many complex trade-offs in their personnel policies. In this course, economic tools to understand these trade-offs are discussed and illustrated with examples of how to apply them in practice. Questions posed in the course include: Why should pay vary across workers within firms – and how "compressed" should pay be within firms? Should firms pay workers for their performance on the job or for their skills or hours of work? How are pay and promotions structured across jobs to induce optimal effort from employees? How are jobs designed and performance measures? Why use teams and how are teams used most effectively? How should all these human resource management practices, from incentive pay to teamwork, be combined within firms?

Language(s) of Instruction
English

Host Institution Course Number
EBC2138

Host Institution Course Title
JOB PERFORMANCE AND THE EMPLOYMENT RELATIONSHIP

Host Institution Course Details
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Host Institution Campus
Maastricht University

Host Institution Faculty
School of Business & Economics

Host Institution Degree
Host Institution Department
Course Last Reviewed 2022-2023

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