

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 & EMPLOYMNT

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 Campus

Maastricht University

Host Institution Faculty

School of Business & Economics

Host Institution Degree

Host Institution Department

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