Welcome. I am Prof. Jeffrey S. Zax. This is Economics 4606, Introduction to Human Resources. The purpose of this course is to explore the relationships between human resources, employee relations and company economic success. It will explore the policies, practices and decisions that managers frequently encounter in the conduct of labor relations. Students in this class will make many of these decisions individually, in a computer simulation of employer behavior that will form an important part of the course throughout the semester. Ultimately, the course should yield a thorough understanding of three interrelated management functions: personnel and human resources management, industrial relations and collective bargaining, and the analysis of internal and external labor markets.

I will deliver lectures in this class on Mondays and Wednesdays at 1:00-1:50 p.m. throughout the semester. I will hold regular office hours at a time to be announced in my office, Economics 111. I can make appointments for other times, if these are inconvenient.

The material to be mastered in this class is contained in the assigned textbook, Labor Markets and Human Resource Management (Morris M. Kleiner, Robert A. McLean and George F. Dreher), the computer simulation text The Competitive Edge (Casey Ichniowski and Anne E. Preston), the computer simulations and the lectures. Performance in this class will be judged on the basis of a final exam, a midterm examination, performance in the computer simulation and classroom participation, several instruments.