*Human Resources Management (MGMT-440)*

Professor Jin Li

Spring 2010

*Who Is It For*

This class targets students interested in becoming a general manager, management consultant, or a HR manager. I hope that by taking this class, you will develop a systematic approach to better analyze business issues especially those related to talent management.

* What Does it Cover?*

This class emphasizes the role of information and incentive in business decision-making, particularly in talent management. The material reflects the most exciting developments in economics in the past thirty five years, for which 5 Nobel prizes have been awarded, including one for work that was done at Kellogg.

*Major topics of the class include:

- Understanding the role of information in business decisions especially on employee selection and training decisions (How to attract and keep the right type of talent? What to watch out when poaching employees? When to train your workers and when to outsource?)

- Developing a framework for analyzing incentive provision and job design (How to motivate the workers at minimal cost? When and if to use pay for performance? How does organizational structure affect incentive pay?)

- Applying economic tools to common human resources issues (Benefits, Discrimination, and Work-Life balance)

* How Is it Taught?*

This course relies on both lectures and case discussions to develop the key learning points. There are about 10 HBS cases. We will also have a few guest speakers.

*When Is the Course Scheduled?*

The current schedule is that there will be one section on Tuesdays and Friday, 1:30-3pm for full time students and there will be a section on Wednesday, 6-9pm for part time students.

*What are the Prerequisites?*

MGMT 431, Business Strategy
*Does the Course Count Toward a Major?*

It counts toward the MGMT and human resource management major.

*What Will Grades Be Based On?*

There will be two midterms (one in Week 5 and one in Week 9) that each counts 30% of the final grade. There will be 6 problem sets that count for 20% of the grade. The remaining 20% is determined by class participation. Students who are interested in pursuing a final project can talk to me and may substitute it for one of the midterms.

*How Do I Learn More?*

The syllabus is at https://www.kellogg.northwestern.edu/faculty/li/htm/mgmt440.htm. If you have any questions, please email me (jin-li@kellogg.northwestern.edu) or call me (847-467-0306). If you do call and I am not in, then please e-mail me that you would like to speak with me and I will call you back as soon as possible.