

## **SYLLABUS**

### **Overview**

This course analyzes how a company develops its human resource base with a view to maximizing its expected value. In the absence of appropriate incentives, the workforce of a firm, its upstream service providers, and even management, do not share the objectives of shareholders. The perspective we take is without apology, strategic. Employees intelligently and capably pursue their own private interests, and the goal of managers is to create a working environment that, roughly speaking, induces employees to achieve the firm's long term revenue objectives at minimum cost. We show how employment and human resource practice adapt to the economic opportunities and challenges that firms confront.

### **Contact hours**

My email is ramiller@andrew.cmu.edu, and my phone number is 412-268-3701. Office hours are after class or by appointment.

### **Assessment**

Roughly speaking, this course treats institutional detail, theory and empirical methods as equally important. Three assignments worth 20 percent each (15 percent for the written portion plus 5 percent for a verbal portion), plus a take home final exam counting 40 percent, will determine grades.

### **Course Website**

Lecture notes for the course, the experiments conducted in class, and details about the project requirements can/will be found at the course website:

<http://www.comlabgames.com/45-971>

The class experiments are based on Comlabgames, software for designing, running and analyzing experimental games over the Internet:

<http://www.comlabgames.com/>

You should bring your laptop to each class. Before the first session, I should like you to save the new integrated module on your desktop, by opening Mozilla Firefox and downloading the module at:

<http://www.comlabgames.com/free0.4/index.html>