HUMAN RESOURCES POLICY & MODELING

This course has four main objectives: (1) To evaluate new problem issues and policies that are most important for HR/labor in the near term and likely in the longer term: technological change, globalization, gender, race/ethnicity, different generations—baby boomers, cohorts of the baby bust and the Millennials or Echo Boomers; 2) to develop a rather thorough grasp of workplace, workers and jobs for planning and policy purposes; (3) to consider the modeling of both hierarchical and flat workplaces; (4) to better understand why modeling matters for planning and policy.

Requirements are four:

1. Weekly or bi-weekly calculation or identification of measures used in the debate on technological change and the future of jobs--assigned in class using publicly available data OR the assessment of key findings in the readings [10%]

2. Brief data analysis using publicly accessible data (e.g. US Census, IPUMS, OECD)—local, state, national or international [20%]

3. Synthesis of readings on (1) technological change and the future of jobs and the workplace and (2) the workforce post 2015 [30%]

4. Application of job vacancy models at the organizational and national levels [40%]

I. BASIC READINGS

A. Workplace

J.C. Meister and K. Willyerd. The 20/20 Workplace: How Innovative Companies Attract, Develop and Keep Tomorrow’s Employees Today. 2010

B. Workers


Note: The material to be covered in class will be thoroughly examined. If time does not permit coverage of all sections of the syllabus, selected readings or areas will be deleted to ensure adequate attention to those that are covered.
C. Jobs: The Technology Race

   E. Brynjolfsson and A. McAfee. The Race Against the Machine. 2011.

D. Modeling Jobs and Job Vacancies

   Jobs in a Hierarchical Organization
   Jobs in a Flat World.

II. SUPPLEMENTAL READINGS—Selected Chapters from Books (we will cover a subset of these)

A. Workplace

   P. Doeringer and M. Piore, Internal Labor Markets, 1985 Chapters 1-4 (p 1-90)

   S. Berkun, The Year without Pants, 2013 Chapters 1-8 (p 1-81)

B. Workers

   R. Zemke, C. Raines and B. Fillipczak, Generations at Work: Managing the Clash of Boomers, Gen Xers, and Gen Yers in the Workplace, 2013 Chapters 1, 3-6 (p 11-26, 61-161)

   M. Lautman, When the Boomers Bail: How Demographics will Sort Communities into Winners and Losers, 2011 Chapters 1-4 (p1-54)

   C. Goldin and L. Katz, The Race Between Education and Technology, Chapters 7-8 (p 247-3)

C. Jobs

   J. Clifton, The Coming Jobs War, 2011 Chapters 1-6 (p 1-81)

   E. Moretti, The New Geography of Jobs. Chapters 1-3 (p1-120)

III. SELECTIVE ARTICLES

- The Pew Charitable Trusts Economic Mobility Project, “Does America Promote Mobility As Well As Other Nations”. Nov. 2011 www.economicmobility.org
- G. Colvin. “In the future, will there be any work left for people to do?” Fortune, June 16
- ”The Future of Jobs—The Onrushing Wave”, The Economist, Jan. 18, 2014


IV. MODELLING OF JOBS AND JOB OPPORTUNITIES

A. ARTICLES


B. CLASS MODELLING AT ORGANIZATIONAL & NATIONAL LEVELS