

DESCRIPTION OF THE COURSE

GENERAL INFORMATION		
Course Holder	Dr. sc. Đuro Horvat	
The name of the college	The Labor and Employment	
Study program	Professional Graduate Study – Business Management - MBA	
Status of the College	Mandatory	
Year	2 nd Year	
Point value and method of teaching	ECTS coefficient of student workload	7
	Number of hours (P+V+S)	28+28+0

DESCRIPTION OF THE COURSE
<p>1.1. <i>Objectives of the course</i></p> <p>Students learn about the structure and functions of the labor market, the factors that condition it and the ways of its regulation by the state and social partners. It also presents the consequences of the effects of the labor market on certain groups of the population and society as a whole. The basic concepts, as well as classical and newer theories of the labor market and unemployment, as well as recent developmental (structural) changes, are presented. Special emphasis is placed on employment policy, i.e. on programs and actions to regulate the supply and demand of labor. The design, implementation and evaluation of employment policy, the role of public institutions and private employment agencies, and the differences between active and passive employment policy actions are presented. Particular emphasis is placed on recent trends and guidelines of employment policy in European employment policy (developments, directives, guidelines).</p> <p>Competences:</p> <p>To systematically and comprehensively introduce students to different aspects of the functioning of the labor market and the ways of its regulation, with</p>

an emphasis on employment policy and its various activities and programs, and to train them for independent decision-making in human resources management in the organization.

1.2. Requirements for enrolment in the course

There are no conditions

1.3. Expected learning outcomes for the course

Students should be able to:

1. Assess microeconomic factors of the labor market.
2. Compare different approaches in labor market macroeconomics.
3. Analyze the active and working population and examine the phenomena of employment and unemployment in the labor market.
4. Evaluate the reasons for labor market segmentation and choose an appropriate solution to the problems that arise in it.
5. Categorize the goals of labor market regulation and assess its consequences in practice.
6. Prepare an education plan with the aim of achieving a competitive advantage in the labor market and increasing employment opportunities.

1.4. Course content

Microeconomics of the labor market

- Supply and demand in the labor market
- Balance in the labour market

Macroeconomics of the labor market

- Neoclassical synthesis
- Keynesian theory of the labor market
- Institutional Approach to Labour Market Analysis
- Business Cycles and the Labor Market

Analysis of the active population and the working population

- Employment and unemployment

Labour market segmentation

- Age and gender discrimination

<ul style="list-style-type: none"> - Youth unemployment - Salaries and their structure - Income inequality <p>Labour market regulation</p> <ul style="list-style-type: none"> - The Neoclassical Approach and the Institutional Theory of the Labor Market - Country and labor market - Trade unions and collective bargaining - Labour market reforms - Unemployment insurance schemes - Pension system and reforms <p>Human Capital</p> <ul style="list-style-type: none"> - Education - The added value of education - Funding and efficiency of tertiary education 		
1.5. Types of teaching (put X)	<input checked="" type="checkbox"/> lectures <input type="checkbox"/> seminars and workshops <input checked="" type="checkbox"/> exercises <input type="checkbox"/> Distance education <input type="checkbox"/> Field Teaching	<input type="checkbox"/> Independent tasks <input type="checkbox"/> Multimedia & Network <input type="checkbox"/> laboratory <input type="checkbox"/> Mentoring work <input type="checkbox"/> Other _____
1.6. Student obligations		
<p><i>The obligations of students are prescribed in detail by the Statute, Study Regulations, and Student Obligations Guidelines. The key obligations of students are:</i></p> <p><i>ATTENDANCE AT CLASSES: students are obliged to attend classes, actively follow lectures and exercises, and participate constructively in classes, and in order to acquire the right to take the exam, it is necessary to attend classes in the percentages prescribed by the Study Regulations. For each student, their</i></p>		

presence in class is recorded through the Infoeduka digital office system. The minimum obligations are;

- Full-time students must attend at least 70% of the total number of classes to be eligible to sign.
- Part-time students need to attend at least 50% of the total number of classes to be eligible to sign.

PASSING EXAMS: in order to achieve a positive grade in the subject, it is necessary to achieve at least 54 points in the subject, but also at least 50% of points for each learning outcome. The method of taking the exam is described in more detail in the item Assessment and evaluation of students' work during classes and at the final exam.

***FINAL EXAM** – a student who has not met the conditions for passing the exam during the continuous examination of knowledge (has achieved a total of at least 54 points in the course and has met the lower point threshold of adoption of each learning outcome, i.e. a minimum of 50% of the points of each learning outcome), may take the learning outcomes of the course at the final exam.

WRITTEN EXAM: the student is obliged to take a written exam that verifies the acquisition of theoretical knowledge related to the course, microeconomics and macroeconomics. The questions also test the ability to identify, explain and relate key concepts and to make appropriate arguments. The written exam also includes tasks that check the student's acquisition of the material through analytical frameworks.

***CONTINUOUS EXAMINATION:** In order to make students progress more efficiently in class, continuous examinations are carried out (2 intermediate exams). In this way, students acquire smaller teaching units and master the subject material more easily.

1.7. Student Work Tracking (Add X to the appropriate tracking format)

Attending classes	x	Teaching activity		Seminar paper		Experimental work	
Written exam	x	Oral exam		Assay		Research	
Project		Continuous Assessment*		Report		Practical work	
Portfolio							

1.8. Assessment and evaluation of students' work during classes and at the final exam

Evaluation and evaluation of students' work during classes and at the final exam is carried out on the basis of the Regulations on Studying of the EFFECTUS University of Applied Sciences. Allocation of points according to the forms of student work monitoring:

	Attending classes	Written exam	Project	Seminar paper	Practical work	Altogether
I1		16				16
I2		16				16
I3		16				16
I4		16				16
I5		16				16
I6		16				16
OUT OF OUTCOME	4					4
ALTOGETHER	4	96				100

Linking learning outcomes, teaching methods and knowledge assessment methods:

FORMS OF TRACKING	NAME OF LEARNING OUTCOMES	TEACHING METHOD	KNOWLEDGE ASSESSMENT METHOD	Maximum number of points
Written exam	OUTCOME 1 Assess microeconomic factors of the labor market.	lecture	Simple recall tasks to which an answer is sought, demonstrating the identification and definition of key terms, their connection and appropriate argumentation. They may include problem questions and tasks that need to be argued.	48
		Asking questions discussion		
	OUTCOME 2 Compare different approaches in labor market macroeconomics.	lecture	Simple recall tasks to which an answer is sought, demonstrating the identification and definition of key terms, their connection and appropriate argumentation. They may include problem questions and tasks that need to be argued.	
		Asking questions discussion		
	OUTCOME 3	lecture	Simple recall tasks to which an answer	



EFFECTUS
University of Applied
Sciences

	Analyze the active and working population and examine the phenomena of employment and unemployment in the labor market.	Asking questions discussion	is sought, demonstrating the identification and definition of key terms, their connection and appropriate argumentation. They may include problem questions and tasks that need to be argued.	
Written exam	OUTCOME 4 Evaluate the reasons for labor market segmentation and choose an appropriate solution to the problems that arise in it.	lecture	Simple recall tasks to which an answer is sought, demonstrating the identification and definition of key concepts, their connection and corresponding arguments of a higher degree of complexity. They may include problem questions and tasks that need to be argued.	48
		Asking questions discussion		
	OUTCOME 5 Categorize the goals of labor market regulation and assess its consequences in practice.	lectures	Simple recall tasks to which an answer is sought, demonstrating the identification and definition of key terms, their connection and appropriate argumentation. They may include problem questions and tasks that need to be argued.	
		Asking questions discussion		
	OUTCOME 6 Prepare an education plan with the aim of achieving a competitive	lecture	Essay-problem questions to which an answer is sought, which demonstrates the identification and definition of key terms, their connection and	



EFFECTUS
University of Applied
Sciences

	<i>advantage in the labor market and increasing employment opportunities</i>	<i>Asking questions discussion</i>	appropriate argumentation of a higher degree of complexity. They may include problem questions and tasks that need to be argued.	
<i>Attending classes</i>	<i>All outcomes</i>	<i>Lectures and exercises</i>	<i>Attendance records</i>	<i>4</i>
	TOTAL POINTS			100

Type of student workload	Student Load Hours	ECTS credits
Attending contact classes	56	1,9
Field Trips/Visits Outside the College	30	1
Independent study/research	33	1,1
Out-of-classroom preparation and preparation of seminars/presentations		
Work on an out-of-classroom project assignment		
Independent preparation for exams and exam time	60	2
Consultation activities	30	1
Other		
TOTAL ECTS credits	180	6

RATING:

In order to achieve a positive grade in the course, the student must cumulatively meet two conditions: achieve a total of at least 54 (fifty-four) points in the course and meet the lower point threshold for the adoption of each individual learning outcome, which is 50% of the total points of the learning outcomes. A student may receive an additional four points if (i) attends classes more than 80% for full-time students and (ii) attends classes more than 55% for part-time students.

Grades are calculated based on the following distribution of points:

SCORE	RATING
0,00 – 53,90	Insufficient (1)
54,00 – 64,90	Sufficient (2)
65,00 – 79,90	Good (3)
80,00 – 89,90	Very good (4)
90.00 and more	Excellent (5)

Grading is carried out in a transparent manner by collecting points. The course is evaluated with 100.00 points (with the possibility of achieving an additional 8 points on the Challenge learning outcome).

CHALLENGE LEARNING OUTCOME - the student has the opportunity to earn an additional maximum of 8 points through the Challenge learning outcome; The student independently chooses one of the activities proposed in the first lesson, and has the opportunity to independently propose an activity with which he wants to increase the number of points and, with the consent of the course holder, achieves them according to the criteria of the course. Points for the Challenge learning outcome are not distributed according to the learning outcomes, but the number achieved makes an additional number of

points to the total number of points achieved according to the learning outcomes.

Before taking the final written exam, each student must meet the prescribed conditions, which primarily means that they have attended the % of classes determined by the Study Regulations and that they have received an electronically encrypted permission to take the exam.

1.9. Required reading and number of copies in relation to the number of students currently attending classes in the course

Title	Number of copies	Number of students
<p>1. 1. McConnell, C.R., Brue S.L., Macpherson, D.A. (2008): Contemporary Labor Economics, 8th Edition, McGraw-Hill/Irwin, New York.</p> <p>TRANSLATION: McConnell, C.R., Brue S.L (1992) Contemporary Economics of Labor, Third Edition, MATE, Zagreb</p>	<p>5*</p> <p><i>*students receive compulsory literature in permanent ownership</i></p>	<p>60</p>

1.10. Supplementary literature

- Boeri T., Van Ours J. (2008): The Economics of Imperfect Labor Markets, Princeton University Press, Princeton and Oxford
- 2. Ehrenberg, R.G., Smith, R.S. (2009): Modern Labor Economics - Theory and Public Policy, 10th Edition, Pearson Education, Addison-Wesley
- 3. Kasek L, Laurensen, t. Skrok, e. (2008) Sustainability of Pension Systems of the New EU Member States and Croatia: Coping with Aging Challenges and Fiscal Pressures. Washington, DC: World Bank

1.11. Ways of quality monitoring that ensure the acquisition of output knowledge, skills and competencies

- *statistical processing and analysis of exam results (checking the Gaussian curve – normal distribution of success, comparing and monitoring the results of exams of different generations, analysis of understanding of individual modules/questions on the exam, etc.),*
- *conducting a survey among students,*

- *evaluation and self-evaluation of teachers,*
- *achieved results, level of understanding and knowledge during the preparation of the seminar paper,*
- *achieved results and level of knowledge presented during the preparation and defense of the final thesis (students who choose a graduate thesis in this course),*
- *analysis of the report of the Head of the Quality Centre, and*
- *Feedback from students who have already graduated on the usefulness of the content of this course in the performance of the work they do.*