

Unit Title	Employment and Labour Markets
Programme(s)/Course	BABS/BABA
Level	6
Semester	
Ref No:	BBS-6-???
Credit Value	10 CAT Points
Student Study hours	Contact hours: 30 Student managed learning hours:70
Pre-requisite learning	Level 4, Business Environment, a microeconomics course, or an equivalent.
Co-requisites	None
Excluded combinations	None
Unit Coordinator [Name + e mail address]	Michael Wood woodml@lsbu.ac.uk
Parent Department	Business Studies
Parent Course	BABA/BABS
Description [100 words max]	<p>This unit examines labour economics, and labour markets from a business perspective. It is designed to provide both a theoretical underpinning, and a practical understanding of the changing economic forces, and institutions, both micro and macro, operating in the world of work.</p> <p>The unit looks at evolution in labour markets in the context of a supporting body of empirical evidence. It also draws on the experiences of European, American, and emerging markets, over the last 20-30 years. It considers the legal changes, the social, political, and economic forces that are shaping transformations in the work environment.</p>
JACS Code	
Aims	<ol style="list-style-type: none"> 1. To develop and extend the foundations built up in earlier units, to the analysis of labour markets and their importance and role in business. 2. To examine the theory and operations of labour markets, in the context of the growing body of empirical research. 3. To analyse the changing labour market structures in business over the last 20 years. 4. To complement the theoretical study of labour markets by assessing

	<p>the business, and institutional forces that determine pay, wage differentials, and employment patterns.</p> <ol style="list-style-type: none"> 5. To investigate the nature of discrimination, and change in employment composition. 6. To consider EU and UK government labour market policies and the implications for business and industry. 7. To assess the growing importance and influence of Europe and other world markets on labour market issues.
Learning outcomes	<p>Knowledge and Understanding:</p> <ol style="list-style-type: none"> 1. Understand and apply the methods of economic analysis relating to labour markets. 2. To develop an understanding of the structure, form, and dynamic nature of the British and European labour markets. 3. To show an awareness of current developments in the legal framework of employees working conditions. 4. To be able to analyse business and working situations, and to make recommendations for future courses of action. 5. To demonstrate an awareness of the importance of the political and social forces on competition. 6. To understand how markets and competitors influence business decisions and performance. <p>Intellectual Skills:</p> <ol style="list-style-type: none"> 1. To make coherent, analytical and well-presented arguments relating to changes in business and labour markets. 2. To appreciate the economic analysis of wage determination and collective bargaining and to understand the importance of the institutional framework. 3. To analyse pay and differentials in the labour market, and to assess the impact of discrimination, and other social changes. 4. To identify and utilise other skills required for effective business analysis e.g. an appreciation of the political dimension. 5. To appreciate the developments and labour market policies originating from the USA, the Far East, and emerging markets. 6. To be able to analyse the impact on labour markets of European Union directives and policy. <p>Practical Skills:</p> <ol style="list-style-type: none"> 1. To apply economic ideas, techniques and theories to labour markets, in order to understand and 'solve' problems. 2. The unit aims to enhance communication skills by encouraging discussion and debate in seminars and through assessments.

	<p>Transferable Skills:</p> <ol style="list-style-type: none"> 1. To be able to correctly reference sources of information 2. By providing a comprehensive set of materials defined for personal use, students will be encouraged to work independently and to become more capable independent learners. The use of internet data bases will enable students to work on their own, and to increase their confidence and technical ability in the IT area. 3. Numeracy skills are developed through the unit as students handle a range of data and evidence, to aid a clearer understanding of the changing nature of the working world.
Employability	<ol style="list-style-type: none"> 1. To be able to understand the need to use information in support of analysis. 2. To understand information sources and databases. 3. To show how to locate and access information independently. 4. To demonstrate written and oral communication skills to achieve outcomes. 5. To be able to present findings in a substantial and convincing manner.
Teaching & Learning Pattern	<p>The course consists of a one hour lecture, which provides the core elements and structure of the course, and a one hour seminar class. These classes will provide for a number of teaching and learning approaches including case studies, presentations, and data searches. In addition to the self study elements PowerPoint presentations and other supporting materials are provided.</p>
Indicative content	<ol style="list-style-type: none"> 1. The composition, structure and character of the labour force. Changing patterns of employment, flexibility and organisation. The changing nature of the labour process. 2. Geographical and occupational change. The theoretical nature of labour markets. Neo-classical, radical alternatives, and segmented labour market theories. Insider-Outsider Models of the labour market. The New Right. The 'Third Way'. 'Human capital models' versus 'the signalling model'. Education and training: firm specific and general training. 3. The economics of wage determination. Collective bargaining and institutional importance. The role of the State. The nature of Trade Unions in labour markets. 4. Labour market discrimination and other social developments. The role of legislation, and EU directives. 5. Competing theories of unemployment. The Beveridge Curve and Active versus Passive labour market policies. The application of such theories and others to the on going debate of "The Anglo-Saxon Model" versus "The Social Market Model".

Assessment method (Please give details – elements, weightings, sequence of elements, final component)	<ol style="list-style-type: none"> 1. Coursework. An extended case study/essay of no more than 2,500 words = 40% 2. Examination. 1.5 hours duration = 60% 3. A minimum average mark of 40% overall must be achieved to pass the unit, with no element, (examination or coursework) less than 30%.
Indicative Reading	<p>CORE READING:</p> <ol style="list-style-type: none"> 1. Smith, S.W., (2003), Labour Economics, Routledge. 2. Ehrenberg, R.G. (2006), Modern Labor Economics. Theory and Public Policy, 9th Edition, Pearson Addison Wesley. 3. Mc. Connell, C. R., Bruie, S. L., MacPherson D., (2005), Contemporary Labor Economics, McGraw Hill Education. <p>OPTIONAL READING:</p>
Other Learning Resource	