



MANGALORE UNIVERSITY
Department Master of Commerce (HRD)
M.Com (HRD)

CRS405: LABOUR ECONOMICS

Workload: 3 hours Lecture and 2 hours Tutorial per week: Total 4 Credits

Objective: To familiarize the students about the dynamics of labour market and application of the principles of labour economics to manage people at work.

Course Out Comes:

1. Provides the students with practical legal knowledge of general labour laws and topics.

Unit -1: An overview of labour economics: Key concepts of labour - peculiarities of labour – Labour and industrialization- Labour Market: Facts and Trends –Importance and Characteristics of labour market–Economic theory of the labour market - Labour force participation rate- Labor Force and Unemployment- Frictional and structural unemployment – Employability – Employment– population ratio – Recent trends in Indian labour market.

Unit -2: Labour supply decision – Labour supply curve- Labour supply elasticity- Estimates of the Labour Supply Elasticity- Neoclassical model of labour-leisure choice- The Hours of Work Decision-Labour Supply of Women and Effects of Income Assistance Programs on Labour Supply- -Labour supply over the life cycle and the business cycle- Current shifts in labour supply
– Recent Trends.

Unit -3: Labour Demand – demand curve for labour – the employment decision in the short-run and the long run – isoquants and isocosts – substitution and scale effects – the Marshall's rule of derived demand – The cross-elasticity of Factor Demand – Capital-skill complementarity hypothesis – Phillips – curve – Unemployment and inflation – Recent Trends.

Unit -4: Labour market equilibrium – equilibrium in a competitive labour market - Wage differentials Vs. wage discrimination – The cobweb model – monopsony – non-competitive labour markets – the labour demand of a monopolist – The hedonic wage function – Human capital: education and earnings – the marginal rate of return to schooling – post-school human capital investments – on- the-job training and the age-earnings profile – Female-male wage ratio – Wage, price and employment policy – National Employment Policy – Recent Trends.

Unit -5: Trade Unions and Trade Unionism – Types –Functions – Objectives – Unions and labour market- Union Structure and Membership – Changing role of unions in the changed economic scenario - The bargaining model of trade unions - The Effects of Unions on Productivity and Profits – Child labour – Migratory labour - Contract labour – ILO and Indian labour Policy.

References:

- 1: Ronald G. Ehrenberg and Robert S. Smith., *Modern Labor Economics Theory and Public Policy*, Eleventh Edition, Prentice Hall.
- 2: Campbell R. McConnell, Stanley L Brue, David Macpherson, *Contemporary Labour Economics*, 5TH Edition, Tata McGraw-hill.
- 3: Galeazzi Giorgio and Hamermesh Daniel S. 9th Editions, *Dynamic Labour Demand and Adjustments Cost*, Edward Elgar
- 4: Gorge J. Borjas, *Labour Economics*, 6th Edition, Tata McGraw-Hill.
- 5 Marshall F.Ray, Cartter Allan M.and King Allan G.,*Labour Economics: Wages, Employment and Trade Unionism* ,Richard D.Irwin.
- 6: M.V Joshi, *Labour Economics and labour problems*, 2014, Atlantic Publication New Delhi. 7: Joseph M, Jackson, *Wages and labour Economics*, 10th Editions, McGraw- Hill Publication.
- 8: Rajendra K Sharma, *Industrial Labour in India*, 6th edition, Atlantic Publication.
- 9: Sharma, Alakh.N, *The Indian Journal of Labour Economics*, 2014, Pearson Publication.
- 10: A.C Mittal, Sanjay Prakash Sharma, *Labour Economics*, 2005, Himalaya Publication.

