



Course Specification

Course Code: BEC3331 Course Title: Economics for Human Resources Management
Business Economics Program, Faculty of Management Science, Suan Sunandha Rajabhat University
Semester: 1 Academic Year: 2025

Section 1 General Information

1. Code and Course Title:

Course Code BEC3331
Course Title (Thai): เศรษฐศาสตร์การจัดการทรัพยากรมนุษย์
Course Title (English): Economics for Human Resources Management

2. Credits: 3 (3-0-6)

3. Curriculum and Course Category :

3.1 Curriculum: Bachelor of Economics (Business Economics)
3.2 Course Category: Specific Course

4. Lecturer Responsible for Course and Instructional Course

4.1 Lecturer Responsible for Course: Asst. Prof. Dr. Siriwan Saksiriruthai
4.2 Instructional Course Lecturer: Asst. Prof. Dr. Siriwan Saksiriruthai

5. Contact/Get in Touch Room 5641, 4th fl. Building 56, Faculty of Management Science
E – Mail siriwan.sak@ssru.ac.th

6. Semester/ Year of Study

6.1 Semester: 1 Year of Study: 3rd year
6.2 Number of the students enrolled: 35 persons

7. Pre-requisite Course (If any) None

8. Co-requisite Course (If any) None

9. Learning Location Room 5648, Faculty of Management Science
and learning by using online media

10. Last Date for Preparing and Revising this Course:

July 7th, 2025

Section 2 Aims and Objectives

1. Course Aims

This course aims to use economic tools to a better understanding in human capital, human resource management and related issues in organizations.

2. Objectives for Developing / Revising Course (content / learning process / assessment / etc.)

To keep the contents, learning process and assessment up-to-date, corresponding to contemporary labor market, economic and business environment.

Section 3 Characteristics and Operation

1. Course Description

(Thai) แนวคิดเศรษฐศาสตร์การจัดการทรัพยากรมนุษย์ การเปลี่ยนแปลงประชากรและผลต่อการวางแผนและการพัฒนาทรัพยากรมนุษย์ การลงทุนในทุนมนุษย์ การศึกษาและการฝึกอบรม การอพยพ สุขภาพอนามัย กำลังแรงงานสูงวัย การวางแผนกำลังคน บทบาทของภาครัฐและนโยบายในการพัฒนาทรัพยากรมนุษย์

(English) Human resource economics concept, effect of population change on human resource planning and development, human capital investment, education and training, labor migration, health and hygiene, ageing workforce, manpower planning, role of government and policy in human resource development

2. Time Length per Semester (Lecture – hours / Practice – hours / Self Study – hours)

Lecture (hours)	Remedial Class (hours)	Practice/ Field Work/ Internship (hours)	Self-Study (hours)
45 hours	None	None	90 hours per semester

3. Time Length per Week for Individual Academic Consulting and Guidance

3.1 Self-consulting at the lecturer's office	3 hours
3.2 Consulting via office telephone/mobile phone	3 hours
3.3 Consulting via E-Mail	throughout the semester
3.4 Consulting via social media (Facebook/Twitter/Line)	throughout the semester
3.5 Consulting via computer network (Internet/Web board)	throughout the semester

Section 4 Developing Student's Learning Outcomes

1. Morals and Ethics

1.1 Morals and Ethics to be developed

- ☐ (1) The ability to do the right things according to morals, ethics, sacrifices, integrity and principles they claim to hold
- ☒ (2) The ability to have self-discipline, punctuality, responsibilities in oneself, society and environment,
- ☐ (3) The ability to behave by respecting people's right and human dignity.

1.2 Teaching Strategies

- (1) Create student participation criteria and providing group assignments improve students' team work,
- (2) Foster ethics and case studies.

1.3 Evaluation Strategies

- (1) Evaluate students' responsibility on their participation in group projects.
- (2) Evaluate students' in-class opinions.

2. Knowledge

2.1 Knowledge to be acquired

- ☒ (1) The ability to understand core concepts of economic theory,
- ☐ (2) The ability to understand economic progress issues and be applicable in the real situation,
- ☐ (3) The ability to integrate knowledge with other related sciences.

2.2 Teaching Strategies

- (1) Lectures and providing questions for understanding in knowledge,
- (2) Assignments, and researching and cooperative learning.

2.3 Evaluation Strategies

- (1) Midterm, and final examination
- (2) Group assignments and quizzes.

3. Cognitive Skills

3.1 Cognitive Skills to be developed

- ☐ (1) The ability to develop creativity skills logically and systematically,
- ☐ (2) The ability to gather, categorize and analyze information to improve problem-solving skills,
- ☒ (3) The ability to apply knowledge with business problem-solving skills appropriately.

3.2 Teaching Strategies

- (1) Practice business problem analysis by using knowledge in economics for human resource management,
- (2) In-class activities, personal involvement and assignments,
- (3) Use business case studies to apply knowledge in international economics to the real situation.

3.3 Evaluation Strategies

- (1) Evaluate individual and group research and studies,
- (2) Evaluate in-class activities, personal involvement and assignments,
- (3) Evaluate student participation and analysis.

4. Interpersonal Skills and Responsibility**4.1 Interpersonal Skills and Responsibility to be Developed**

- ☒ (1) The responsibility in duties assigned,
- ☐ (2) The ability to work appropriately as a team leader or one of the team,
- ☐ (3) Good interpersonal skills and adjustment to the real situations.

4.2 Teaching Strategies

- (1) Group assignments,
- (2) Assignments in economic-related issues.

4.3 Evaluation Strategies

- (1) Evaluate assignments,
- (2) Evaluate students' punctuality and quality of assignments.

5. Numerical Analysis, Communication and Information Technology Skills**5.1 Numerical Analysis, Communication and Information Technology Skills to be developed**

- ☐ (1) The ability to use mathematics and statistics methods appropriately,
- ☐ (2) The ability to choose communication methods and forms as well as presentation effectively,
- (3) The ability to use information technology properly.

5.2 Teaching Strategies

- (1) Group presentation and giving comments,
- (2) Encourage students to use information technology for working on assignments and presentation properly.

5.3 Evaluation Strategies

- (1) Evaluate the correct application of statistics to solve problems,
- (2) Evaluate students' abilities to use software and application in their work and studies.

Remark:

Symbol ● means major responsibility

Symbol ○ means minor responsibility

No symbol means no responsibility

The above symbols were shown in 'Curriculum Mapping'

Section 5 Lesson Plan and Assessment

1. Lesson Plan

Week	Topic/ Outline	Learning Platform	Program/ Application	Teaching Media	Assessments
1	Topic 1: Introduction to Economics for Human Resource Management	Hyflex Learning	On-Site/ Online	– PowerPoint – Video Clip	– Class attendance
2	Topic 2: Investing in Employees	Hyflex Learning	Google Meet	– Video Clip – PowerPoint – Google Form	– Class attendance
3	Topic 3: Job Design and Paying for Performance	Hyflex Learning	On-Site/ Online	– PowerPoint – Google Form	– Class attendance
4	Topic 4: Demographic Economics	Hyflex Learning	On-Site/ Online	– PowerPoint – Kahoot	– Class attendance – International trade game
5	Topic 5: Human Capital: Theory and Practice	Hyflex Learning	Google Meet	– Video Clip – PowerPoint – Google Form	– Class attendance – Quiz
6	Topic 5: Human Capital: Theory and Practice (Cont.)	Hyflex Learning	On-Site/ Online	– PowerPoint – Google Form	– Class attendance – Quiz
7	Topic 5: Human Capital: Theory and Practice (Cont.)	Hyflex Learning	On-Site/ Online	– PowerPoint – Google Form	– Class attendance
8	Midterm Examination				

Week	Topic/ Outline	Learning Platform	Program/ Application	Teaching Media	Assessments
9	Topic 6: Investment in Human Capital	Hyflex Learning	Google Meet	– Video Clip – PowerPoint – Google Form	– Class attendance
10	Topic 6: Investment in Human Capital (Cont.)	Hyflex Learning	Google Meet	– Video Clip – PowerPoint – Google Form	– Class attendance – Quiz
11	Topic 7: Migration	Hyflex Learning	Google Meet	– Video Clip – PowerPoint – Google Form	– Class attendance – Quiz
12	Topic 7: Migration (Cont.)	Hyflex Learning	Google Meet	– Video Clip – PowerPoint – Google Form	– Class attendance – Quiz
13	Topic 8: Economics of Ageing	Hyflex Learning	Google Meet	– Video Clip – PowerPoint – Google Form	– Class attendance
14	Topic 8: Economics of Ageing (Cont.)	Hyflex Learning	On-Site/ Online	– PowerPoint – Kahoot	– Class attendance – Quiz
15	Topic 9: Policies and Plan for Human Resource Development – Policies for Human Resource Development	Hyflex Learning	Google Meet	– Video Clips – PowerPoint – Google Form	– Class attendance
16	Topic 9: Policies and Plan for Human Resource Development (Cont.)	Hyflex Learning	On-Site/ Online	– PowerPoint	– Class attendance
17	Final Examination				

2. Learning Assessment Plan

(specify evaluation methods in sub-topics appearing in curriculum mapping in every week and evaluation proportion)

Learning Outcome	Assessment Activities	Time Schedule (Week)	Proportion for Assessment
1.1,1.2,2.1 2.2,2.3	Midterm examination	8	30%
1.1,1.2,2.1 2.2,2.3	Final examination	17	30%
1.2,2.1,2.2 3.1,3.2,4.1,4.2	Group project presentation/ assignments	Selected weeks	20%
1.1,1.2,2.1 2.2,2.3	Quizzes	After the lectures in the selected weeks	10%
1.2,1.3	Class attendance	Throughout the semester	10%

Section 6 Learning and Teaching Resources

1. Textbook and Main Documents

- 1) Lazear, Edward & Gibbs, Michael. (2007). *Personnel Economics for Managers*. (2nd ed.). New Jersey: John Wiley & Sons.
- 2) Saksiruthai, Siriwan. (2015). Impact of Foreign Worker Migration on Wage and Labor Market in Thailand. In Denis Ushakov (Ed.), *Urbanization and Migration as Factors Affecting Global Economic Development*. (pp. 66–79) Hershey, Pennsylvania: IGI Global.
- 3) Saksiruthai, Siriwan. (2018). Human Capital as a Determinant of Long-Term Economic Growth. In Denis Ushakov (Ed.), *Economic Reforms for Global Competitiveness*. (pp. 249–264) Hershey, Pennsylvania: IGI Global.

2. Important Documents for Extra Study

- 1) Whalen, Charles J. (Ed.). (2010). *Human Resource Economics and Public Policy: Essays in Honor of Vernon M. Briggs Jr.* Michigan: W.E. Upjohn Institute for Employment Research.
- 2) Borjas, George J. (2019). *Labor Economics*. (8th ed.) New York: Prentice–Hall.
- 3) Bloom, David E. (Ed.). (2019). *Live Long and Prosper? The Economics of Ageing Populations*. London: CEPR Press.

3. Suggestion Information

- 1) Blundell, Richard; Dearden, Lorraine; Meghir, Costas & Sianesi, Barvara. (1999). Human Capital Investment: The Returns from Education and Training to the Individual, the Firm and the Economy. *Fiscal Studies*. 10 (1): 1–23. Retrieved from <https://www.ifs.org.uk/fs/articles/0017a.pdf>
- 2) de Haas, Hein. (2007). *Migration and Development: A Theoretical Perspective*. Working Papers – Center on Migration, Citizenship and Development; 29. Bielefeld: COMCAD. Retrieved from http://www.unece.org/fileadmin/DAM/stats/documents/ece/ces/ge.10/2013/mtg1/Migration___Dev___COMCAD_WP_deHaas_2007.pdf
- 3) European Commission. (2020). Why Do People Migrate? Retrieved from <https://ec.europa.eu/jrc/sites/jrcsh/files/theoriesofmigration2.pdf>

Section 7 Course Evaluation and Revising

1. Strategies for Course Evaluation by Students

1.1 Using survey questions to collect information from the students' opinions to improve the course and enhance the curriculum. The topics include:

- (1) Content objectives
- (2) The instructional materials
- (3) Learning methods and assessment
- (4) Advisory method

1.2 Observing students' behavior in classroom.

1.3 Using students' suggestion during classroom.

2. Strategies for Course Evaluation by Lecturer

2.1 Lecturer observes the class and discusses the results,

2.2 The program construct assessment items to evaluate four dimensions of lecturer's competencies: teaching skills, organization and presentation of materials, management of the learning environment, and teaching attitudes.

3. Teaching Revision

Lecturer revises teaching / learning process based on the results from the students' survey questions, observation, suggestion, and classroom research.

4. Feedback for Achievement Standards

The evaluation is conducted by the administrator committee in order to acquire assessment process and grading.

5. Methodology and Planning for Course Review and Improvement

5.1 Revise and develop course structure and learning process every year.

5.2 Seek advisory from expertise in order to enhance content and make it up-to-date with the changing environment.

☒ Bachelor's Degree
 ☐ Master's Degree
 ☐ Doctoral Degree

Curriculum Mapping Illustrating the Distribution of Program Standard Learning Outcomes to Course Level

as appearing in Programme Specification (TQF 2)

Course	1. Morals and Ethics			2. Knowledge			3. Cognitive Skills			4. Interpersonal Skills and Responsibility			5. Numerical Analysis, Communication and Information Technology Skills		
	● Major responsibility									○ Minor responsibility					
Specific Course	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3
Course Code: BEC3331 Course Title: Economics for Human Resource Management	○	●	○	●	○	○	○	○	●	●	○	○	○	○	