



Spring Term 2014

Leading House Ph.D. Course “Personnel and Labor Economics for Education Economists” - Syllabus -

Lecturer:	Prof. Dr. Tor Eriksson (Aarhus University), Prof. Dr. Niels Westergaard-Nielsen (Copenhagen Business School)
Workshop dates:	March 31 – April 04, 2014
Location:	University of Zurich, Room KOL-N-1
Preliminary Schedule:	The lectures take place in the form of an intensive 5-day course. Monday, March 31: 13:30-18:00 Tuesday, April 01: 08:00-18:00 Wednesday, April 02: 08:00-18:00 Thursday, April 03: 08:00-18:00 Friday, April 04: 08:00-12:00
Module Number; ECTS:	DOEC0172; 3 ECTS
Course webpage:	http://www.business.uzh.ch/professorships/emap/teaching/courses/Spring-Term-2014/personnel.html

Course overview

Personnel Economics differs from conventional Labor Economics in that it focuses on what happens *inside* firms and organizations. It deals with employment contracts, wage structures, employer-employee interactions and other issues related to the workplace. A central area of research is concerned with how to structure jobs and incentives inside firms to achieve desirable outcomes for employers as well as employees. This course will present and discuss some of the key topics in Personnel Economics research and the latest developments therein. In addition, the course will also cover selected topics in Labor Economics related to the Personnel Economics literature.

Topics

Incentives:

- Moral hazard; the principal agent problem
- Subjective measurement
- Promotions and tournaments
- Intrinsic rewards, reciprocity, fairness
- Equity, stock options
- Performance measurement; distortions
- Relative performance evaluation
- Monitoring
- Risk-incentives trade-off
- Incentives and sorting

Matching firms and workers:

- Recruitment
- Asymmetric information
- Entrepreneurship
- Learning models
- Worker turnover



Compensation:

- Levels and structures of compensation
- Executive compensation

Organisational structure of work and workplaces:

- Coordination, specialisation and adaptation
- Social capital, networks
- Empowerment
- Incentives in teams, peers, social interaction
- HRM and other management practices

Topics in labor economics:

- Intergenerational mobility
- Vignettes method applications in labor economics

Key literature

Basics textbook:

Lazear, E. and M. Gibbs (2009), *Personnel Economics in Practice*. J Wiley & Sons

Three recent, useful surveys:

Lazear, E. and P. Oyer (2013), "Personnel Economics", in R. Gibbons and J. Roberts , eds., *Handbook of Organizational Economics*, Princeton University Press, 479-519

Oyer, P. and S. Schaefer (2011), "Personnel Economics: Hiring and Incentives", in: D. Card and O. Ashenfelter, eds., *Handbook of Labor Economics*, Volume 4, Part B, Elsevier, Amsterdam, 1769-1823

Bloom, N. and J. van Reenen (2011), "Human Resource Management and Productivity", in: D. Card and O. Ashenfelter, eds., *Handbook of Labor Economics*, Volume 4, Part B, Elsevier, Amsterdam, 1697-1767

Target audience and preconditions for participation

The course is particularly designed for doctoral students in economics of education. Doctoral students in economics or business economics with a strong interest in personnel economics for education economists are welcome as well.

Credit requirements and grading

1. Full course attendance is required to receive ECTS-Points. Students are expected to come prepared to the course. It will facilitate discussions and improve overall learning.
2. Presentation in class.
3. Individual take-home exam.

Application

The number of participants is limited. Course registration **until February 14, 2014** is mandatory. Please send your application (including a one-page CV) to curdin.pfister@business.uzh.ch.

WWF Statutory Course Policies

According to WWF study regulations, all exam dates are final as published in the VVZ and syllabus. This means that the final exam date is not negotiable. It will not be possible to take any exams on different dates.

Academic dishonesty in any form will not be tolerated. Anyone caught cheating or engaging in unethical behavior will be reported to the Dean's office according to the guidelines on academic dishonesty set forth by the University of Zurich.

The information in this syllabus supports the official information in the electronic university registration tool (VVZ – Vorlesungsverzeichnis). In cases of doubt, the official information at the VVZ is decisive.

For UZH students: Don't forget to officially register using the registration tool of the University of Zurich.