

Ph.D. Course

Personnel Economics for Education Economists

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1 Introduction

- What's personnel economics about?
- Intrinsic versus extrinsic motivation

2 Sorting and investing in employees

- Human capital theory
- Signalling
- The skill weights approach
- Hiring, screening employees
- Turnover management

3 Organisations and jobs

- Organisation design
- Hierarchies and authority
- Organisational structures
- Job design
- Decentralisation, empowerment,
- Teams
- Careers

4 Evaluating and rewarding performance

- Evaluations
- Principal-agent models
- Performance measurement, performance pay
- Career pay incentives; tournaments
- Options and executive compensation
- Non-monetary compensation

5 Preparing for entrepreneurship/leadership

- Entrepreneurship
- Leadership