

# Swiss Leading House

## Economics of Education, Firm Behaviour and Training Policies



Co-Director  
Prof. Dr. Uschi Backes-Gellner



Co-Director  
Prof. Dr. Stefan C. Wolter

Spring Term 2020

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

<b>Lecturer:</b>	Prof. Dr. Tor Eriksson (Aarhus University) Prof. Dr. Niels Westergaard-Nielsen (Copenhagen Business School)
<b>Workshop dates:</b>	Feb 24 - Feb 28, 2020
<b>Location:</b>	University of Zurich, Room tba
<b>Preliminary Schedule:</b>	The lectures take place in the form of an intensive 5-day course. Monday, Feb 24: 14:00-17:30 Tuesday, Feb 25: 08:30-17:30 Wednesday, Feb 26: 08:30-17:30 Thursday, Feb 27: 08:30-17:30 Friday, Feb 28: 08:00-12:30
<b>Module Number; ECTS:</b>	tba; 3 ECTS
<b>Course webpage:</b>	<a href="http://www.business.uzh.ch/de/professorships/emap/teaching.html">http://www.business.uzh.ch/de/professorships/emap/teaching.html</a>

### 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

[www.economics-of-education.ch](http://www.economics-of-education.ch)

The Swiss Leading House on “Economics of Education, Firm Behaviour and Training Policies”  
A Research Programme of the State Secretariat for Education, Research and Innovation SERI

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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
- Tournaments
- Intrinsic and extrinsic 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
- Job polarization
- Leadership

#### *Bosses:*

- Do they matter? How?
- What do they do?
- Are they worth their pay?

#### *Performance evaluations:*

- Costs and benefits
- Objective or subjective evaluations?
- Formal evaluations and performance pay

#### *Topics in labour economics:*

- New approaches to discrimination: Role of attitudes and beliefs
- Valuation of workplace attributes and job amenities
- Employers, workplaces and wage inequality
- Tenure and retention of employees
- Ownership and management

### 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

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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

On New approaches to discrimination. Role of attitudes and beliefs:

Bordalo, P., K. Coffman, N. Gennaioli and A. Shleifer (2016), Stereotypes. *QJE*

Bordalo et al (2019), Beliefs about Gender, *AER*

Bertrand M and E Duflo (2018), Field experiments on Discrimination. Chapter 8 in *Handbook of Economic Field Experiments*

Value of workplace and job amenities:

Mas, A. and A.- Pallais (2017), Valuing Alternative Work Arrangements. *AER* 107(12)

On incentives:

Kuhnen, C. and P.Oyer, Exploration for Human Capital: Evidence from the MBA Labor Market, *JOLE*, Vol 34, Number 2, part 2, April 2016.

Further literature on bosses, performance evaluations, tenure, new approaches to discrimination, employers, workplaces and wage inequality will be announced soon.

### 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 and labor economics for education economists are welcome as well.

### Credit requirements and grading

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.

1. Presentation in class.
2. Individual take-home exam.

### Application

The number of participants is limited. Course registration until **January 13, 2020** is mandatory. Please send your application (including a one- page CV) to [fabienne.kiener@business.uzh.ch](mailto:fabienne.kiener@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.

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UNIVERSITÄT ZÜRICH

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**u<sup>b</sup>**

UNIVERSITÄT  
BERN

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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.