

Personnel Economics, Summer 2022

Lecturer & Tutor: Dr. Katarina Zigova

Course description

Personnel Economics is a relatively new subfield of economics and analyses problems of human resource management from an economic perspective. Edward P. Lazear (1948-2020) is widely recognized as a founder of this field. He published in 1995 the first underlying textbook. This course will cover some relevant topics of personnel economics. In particular we discuss investment in human capital, recruitment of employees, monetary and non-monetary incentives, team production and discrimination topics. Course prerequisites are basic knowledge of economic concepts such as profit and utility maximization, market equilibrium and efficiency as well as basics of econometrics. Course encompasses 12 lectures and 6 tutorials, both in english. There will be a 90 minutes exam at the end of the semester. Passing the exam, students earn 6 credits.

Lectures schedule

Time: Thursday 8:30-10:00 (weekly)

Place: Kurt-Wolters 3, 1120A

- 14.04. Lecture 1: Introduction & Investment in human capital
- 21.04. Lecture 2: Employee recruitment: Adverse selection
- 28.04. Lecture 3: Employee recruitment: Signaling and screening
- 05.05. Lecture 4: Monetary incentives: Principal-agent problem & piece rate pay
- 12.05. Lecture 5: Monetary incentives: Performance-related incentive pay
- 19.05. Lecture 6: Monetary incentives: Incentives schemes with a performance target
- 02.06. Lecture 7: Non-monetary incentives
- 09.06. Lecture 8: Job design: Tournaments
- 23.06. Lecture 9: Job design: Teams
- 30.06. Lecture 10: Job design: Delegation
- 07.07. Lecture 11: Discrimination
- 14.07. Lecture 12: Managing turnover

Tutorials schedule

Time: Thursday 10:30-12:00 (biweekly)

Place: Kurt-Wolters 3, 1120A

Grouping suggestion: 1st week letters A-K / 2nd week letters L-Z

28.04. & 05.05. Tutorial 1: Investment in human capital

12.05. & 19.05. Tutorial 2: Employee recruitment

02.06. & ??. Tutorial 3: Monetary incentives*

09.06. & ??. Tutorial 4: (Non-)monetary incentives*

23.06. & 30.06. Tutorial 5: Job design

07.07. & 14.07. Tutorial 6: Discrimination

Exam dates

1st: 21.07. 10-12 (Arnold-Bode 10, 1309)

2nd: tba, second half of September

Please note that schedule is subject to change.

Teasers

To read: Grund, C., Bryson, A., Dur, R., Harbring, C., Koch, A. K., & Lazear, E. P. (2017). Personnel economics: A research field comes of age. *German Journal of Human Resource Management*, 31(2), 101-107.

To watch: www.youtube.com/watch?v=_FePxQTfeOM

*We discuss alternative dates for the second group if needed as 26.05. and 16.06. are national holidays.