



# Personnel and Education Economics: Theoretical and Empirical Analyses, Part 1 (S)

Spring Term 2024

Information Meeting

# Team

**Prof. Dr. Uschi Backes-Gellner**  
[backes-gellner@business.uzh.ch](mailto:backes-gellner@business.uzh.ch)  
Office hours: Upon appointment

Room PLM G 204,

Tel. 044 634 42 81

**Dr. Maddalena Davoli**  
[maddalena.davoli@business.uzh.ch](mailto:maddalena.davoli@business.uzh.ch)  
Office hours: Upon appointment

Room PLM G 203a,

Tel. 044 634 42 52

**Patricia Palffy**  
[patricia.palffy@business.uzh.ch](mailto:patricia.palffy@business.uzh.ch)  
Office hours: Upon appointment

Room PLM G 206,

Tel. 044 634 42 74

# General features of the seminar

- Structure
  - Part 1, spring term: Theoretical Foundations (**6 ECTS**)
  - Possibility to continue with Part 2, fall term: Empirical Analysis (**6 ECTS**)
- Content
  - Get an introduction into academic writing
  - Work on an up-to-date research topic
  - Independent (but guided) scientific work
  - Presentation and discussion of research findings
  - Get an introduction into Stata

# General features of the seminar

- Advantages:
  - **6 ECTS**
  - Possibility to combine it with part 2: conduct your own **empirical analysis**
  - ... for a total of **12 ECTS**
  - Learn to write an empirical paper
  - Excellent preparation for a successful Master's thesis
  - Last deadline: end of May

# Schedule

04.02.2024 — Registration deadline

20.02.2024 — Entry exam (if applicable) and paper writing tutorial

*Individual task: Paper analysis*

27.02.2024 — Presentation paper analysis (online)

*Teamwork task: Midterm Essay*

26.03.2024 — Essay presentation

07.05.2024 — Stata tutorial 1

14.05.2024 — Stata tutorial 2

*Teamwork task: Final paper*

21.05.2024 — Final paper presentation

*Individual task: Stata homework*

28.05.2024 — Stata tutorial 3

# Entry Exam

## Literature

### **Introductory literature (required reading for entry exam):**

*Theory:*

Lazear and Gibbs (2009): Personnel Economics in Practice, Wiley, New York

- Chapter 2: Recruitment (p. 25-46)
- Chapter 3: Investment in Skills (p. 47-80)
- Chapter 4: Managing Turnover (p. 81-106)
- Chapter 11: Career-Based Incentives (p. 293-324)

**We expect students to have prior knowledge at the level of the following subjects:**

**ME1 Personnel Economics, Advanced Microeconomics (and Empirical Methods)**

# Further Readings

## **Basic literature as reference for empirical research (not relevant for entry exam of spring term)**

### *Empirical methods:*

Wooldridge (2016): Introductory Econometrics: a modern approach (6<sup>th</sup> ed.), Cengage Learning, Boston

Chapter 6.2: More on functional Form (p. 171-179)

Chapter 7: Multiple Regression Analysis with Qualitative Information: Binary (or Dummy) Variables (p. 205-242)

Chapter 14: Advanced Panel Data Methods (p. 434-460)

Chapter 17.1: Logit and Probit for Binary Response (p. 525-535)

# Further Readings

## Basic literature as reference for empirical research (not relevant for entry exam of spring term)

*Stata*: (with tips for practical implementation with Stata):

English References:

- Cameron, A. Colin and Trivedi, Pravin K. (2010): *Microeconometrics Using Stata* (Revised Edition), Stata Press, College Station
- <http://www.statalist.org>
- <http://www.stata.com/manuals13/u.pdf>

German References:

- Kohler, Kreuter (2016): *Datenanalyse mit Stata* (5., aktualisierte Auflage), De Gruyter Oldenbourg Verlag, München
  - Kapitel 5: Erstellen und Verändern von Variablen (p. 91-130)
  - Kapitel 9: Einführung in die Regressionstechnik (p. 265-349)
  - Kapitel 10: Regressionsmodelle für kategoriale abhängige Variablen (p. 350-405)
- Hübler (2005): *Einführung in die empirische Wirtschaftsforschung*, Oldenbourg Verlag, München
  - Kapitel 1 Grundlagen (p. 1-61)
  - Kapitel 2 Klassisches Regressionsmodell (p. 67-164)





## Topics for Seminar Papers:

1. **Financial responsibility in the household, pension and workload decisions**
2. **Differences in education and labor market aspirations**
3. **Social attitudes, education and labor market outcomes**
4. **Completion rates in gender-atypical (vocational) education and training programs**

Please send 2 preferences, CV and current transcript of records to:

[maddalena.davoli@business.uzh.ch](mailto:maddalena.davoli@business.uzh.ch)

**Deadline: 04.02.2024**

Please also indicate if you wish to take the entry exam.

# Introductory Literature

## Topic 1 – Financial responsibility in the household, pension and workload decisions

- Moeeni, S. (2021). *Married women's labor force participation and intra-household bargaining power*. *Empirical Economics*, 60(3), 1411-1448.
- Hanel, B. & Riphahn, R.T., (2012). *The timing of retirement — New evidence from Swiss female workers*. *Labour Economics*, 19(5), 718-728
- Boman, A. (2015). *Spending time together? Effects on the retirement decision from partner's labour market status* (No. 618). University of Gothenburg, Department of Economics.

## Topic 2 – Differences in education and labor market aspirations

- Sandberg, D. E., Ehrhardt, A. A., Ince, S. E., and Meyer-Bahlburg, H. F. (1991). *Gender differences in children's and adolescents' career aspirations: A follow-up study*. *Journal of Adolescent Research*, 6(3):371–386
- Genicot, G. and Ray, D. (2017). *Aspirations and inequality*. *Econometrica*, 85(2):489–519.
- Azmat, G., Cuñat, V., & Henry, E. (2020). *Gender promotion gaps: Career aspirations and workplace discrimination*. Available at SSRN 3518420.

# Introductory Literature

## Topic 3 – Social attitudes, education and labor market outcomes

- Fortin, N. M. (2015). *Gender role attitudes and women's labor market participation: Opting-out, aids, and the persistent appeal of housewifery*. *Annals of Economics and Statistics*, (117/118), 379-401.
- Janssen, S., Tuor Sartore, S., & Backes-Gellner, U. (2016). *Discriminatory social attitudes and varying gender pay gaps within firms*. *ILR Review*, 69(1), 253-279.
- Osikominu, A., Grossmann, V., & Osterfeld, M. (2020). *Sociocultural background and choice of STEM majors at university*. *Oxford Economic Papers*, 72(2), 347-369.

## Topic 4 – Determinants of completion rates in (upper secondary) education

- Astorne-Figari, C., & Speer, J. D. (2018). *Drop out, switch majors, or persist? The contrasting gender gaps*. *Economics Letters*, 164, 82-85.
- Beckmann, J. (2023). *Why do they leave? Examining dropout behaviour in gender-atypical vocational education and training in Germany*. *Journal of Vocational Education & Training*, 1-25.