



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

Spring Term 2022

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

**Damiano Pregaldini**  
[christian.eggenberger@business.uzh.ch](mailto:christian.eggenberger@business.uzh.ch)  
Office hours: Upon appointment

Room PLM G 203a,

Tel. 044 634 42 52

**Patrick Lehnert**  
[patrick.lehnert@business.uzh.ch](mailto:patrick.lehnert@business.uzh.ch)  
Office hours: Upon appointment

Room PLR G 113,

Tel. 044 634 42 76

# 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

06.02.2022 — Registration deadline

22.02.2022 — Entry exam (if applicable) and paper writing tutorial

*Individual task: Paper analysis (deadline: 27.02.2022)*

01.03.2022 — Presentation paper analysis

*Teamwork task: Essay (deadline: 27.03.2022)*

29.03.2022 — Essay presentation

10.05.2022 — Stata tutorial 1

*Teamwork task: Final paper (deadline: 15.05.2022)*

17.05.2022 — Final paper presentation

24.05.2022 — Stata tutorial 2

*Individual task: Stata homework (deadline: 29.05.2022)*

31.05.2022 — 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. **Skill Mismatch: Measurement and Empirical Evidence**
2. **Economic Impacts of Private Universities**
3. **Graduating at the Upper-Secondary Level in a Bad Economy and Enrollment Decisions in Tertiary Education**

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

[patrick.lehnert@business.uzh.ch](mailto:patrick.lehnert@business.uzh.ch)

**Deadline: 06.02.2022**

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

# Introductory Literature

## • Topic 1 – Skill Mismatch: Measurement and Empirical Evidence

- Cappelli, P.H. (2015). Skill gaps, skill shortages, and skill mismatches: Evidence and arguments for the United States. *ILR Review*, 68(2), 251-290. doi:10.1177/0019793914564961
- Pecoraro, M. (2016). The incidence and wage effects of overeducation using the vertical and horizontal mismatch in skills: Evidence from Switzerland. *International Journal of Manpower*, 37(3), 536-555. doi:10.1108/IJM-10-2014-0207
- Schweri, J., & Eymann, A. (2016). *Qualifikationsmismatch: Folgen für Erwerbsspersonen mit beruflichem und akademischem Abschluss*. BWP 5/2016. Bonn: BIBB.

## • Topic 2 – Economic Impacts of Private Universities

- Brunello, G., & Cappellari, L. (2008). The labour market effects of Alma Mater: Evidence from Italy. *Economics of Education Review*, 27(5), 564-574. doi:10.1016/j.econedurev.2007.05.004
- Green, F., Machin, S., Murphy, R., & Zhu, Y. (2011). The changing economic advantage from private schools. *Economica*, 79, 658-679. doi:10.1111/j.1468-0335.2011.00908.x

# Introductory Literature

- **Topic 3 – Graduating at the Upper-Secondary Level in a Bad Economy and Enrollment Decisions in Tertiary Education**

- Kahn, L.B. (2010). The long-term labor market consequences of graduating from college in a bad economy. *Labour Economics*, 17(2), 303–316. <https://doi.org/10.1016/j.labeco.2009.09.002>
- Lüthi, S., & Wolter, S.C. (2020). Are apprenticeships business cycle proof? *Swiss Journal of Economics and Statistics*, 156(1). <https://doi.org/10.1186/s41937-019-0047-1>