ME 1: Personnel Economics

Course Syllabus, Fall 2017

Module Number: MOEC0249
Lectures: Tuesday 08.00 – 09.45, Room KOL-F-121
Lecturer: Prof. Dr. Uschi Backes-Gellner
Teaching Assistants: Peter Hoeschler, Christian Eggenberger
Exam Date: January 9th 2018, 08.00 – 9.45, Rooms KOL-F-121 & KOL-F-104
Curricula-Classification: MA: required course ME, MA: required electives BWL3
ECTS-Points: 6.0
Course Webpage: www.business.uzh.ch/de/professorships/emap/teaching/courses/Fall-Term-2017.html
Contact: For any question please contact Christian Eggenberger (christian.eggenberger@business.uzh.ch)

Course Overview
This course provides an economic analysis of human resource management policies. We analyze the efficient allocation and motivation of employees as well as their development of skills within a company. We discuss recruiting mechanisms, training strategies and efficient compensation schemes. The course has a particular focus on recent empirical evidence within the field of personnel economics. Additionally, we will guide students through ethical perspectives in HRM and assist them in developing a background in corporate social responsibility for use in managerial decision taking in HRM.

Course Objectives
After successful completion of the course students are able to:
1. Understand and apply theoretical models from personnel economics,
2. Understand and apply empirical analyses,
3. Reliably interpret econometric evidence,
4. Evaluate theoretical models based on advanced econometric methods,
5. Transfer theoretical models to solve practical problems, including ethical aspects.

Course Prerequisites
All bachelor level compulsory courses.

Exams and Grading
Course grades will be based on a written final exam and on successful completion of all take-home assignments. All take-home assignments have to be handed in before the given deadline (which is usually one week after distribution). Students are eligible for the final exam only if they have handed in all take-home assignments on time. Please note that 6 ECTS points are granted for this course, meaning you have to invest approximately 180 hours of workload into this course. A substantial part is for your individual reading of the required literature and for thoroughly preparing your homework assignments.
Course Content
1. Recruiting and Internal Labor Markets
2. Training as Human Capital Investment
3. Layoffs and Quits
4. Workforce Demography
5. Compensation
6. Business Ethics and Sustainability in HRM
7. Careers and Entrepreneurship

Course Material
The required textbook for this course is:

Possible alternatives:

In addition to the textbook, we will assign several specific research papers to each topic. They are also required readings and their content will be included in the final exam. Note that reading the slides is not a substitute for reading the book and the additional research papers.

Lecture and take-home assignments are available on OLAT (registration via UZH “Modulbuchungstool” is required for access). Take-home assignments always have to be submitted on time via OLAT.

WWF Statutory Course Policies
According to WWF study regulations, all exam dates are final as published in the VVZ. This means that the final exam date(s) and time(s) are not negotiable. It will not be possible to take any exams on different dates.

Check your class schedule for possible exam conflicts at the beginning of the semester, as this is your own responsibility. If you want to avoid heavy workload and taking multiple exams in one day you will have to rearrange your class schedule accordingly before the semester starts. Please arrange yourself by taking the respective classes only.

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.

Don’t forget to officially register yourself using the registration tool (Modulbuchungstool) of the University of Zurich. Credits can only be awarded with registration. Please also note the strict deadline for registration, and the strict date for withdrawal in case you consider dropping the course.

Note: 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.
Reading and other Requirements

- The material covered in class will generally correspond to the material assigned in the textbook, although the lectures may present the material from a different point of view. Lectures should be viewed as complements, rather than substitutes, for the readings. It is expected that you work yourself through the required readings every week.
- You are responsible for any changes or additions to what follows that may be announced in class.

Additional Course Policies

One benefit of the computer age is the availability of laptops, with which one can take notes during class. If you find such computerized note-taking useful, we tolerate it. Not encouraged, however, is the use of computers for email, tweeting, blogging, etc. Please use your laptop politely in class, without disturbing other students.
Course Outline

1. Recruiting and Internal Labor Markets

   **Required readings:**
   - Lazear/Gibbs Ch.1 & Ch.2

   **Suggested readings**
   - Wooldridge Ch. 17.2

2. Training as Human Capital Investment

   **Required readings:**
   - Lazear/Gibbs Ch.3

   **Suggested readings**
   - Wooldridge Ch. 17.1 & 17.5
3. Layoffs and Quits

**Required readings:**
- Lazear/Gibbs Ch.4

**Suggested readings:**

4. Workforce Demography

**Required readings:**

**Suggested readings:**

5. Compensation

**Required readings:**
- Lazear/Gibbs Ch.9 & Ch.10

**Suggested readings:**

6. Business Ethics and Sustainability in HRM

**Required readings:**


**Suggested readings:**


7. Careers and Entrepreneurship

**Required readings:**

Lazear/Gibbs Ch.11


**Suggested readings:**

