



Personnel and Education Economics: Theoretical and Empirical Analyses, Part 1

Spring Term 2021

Information Meeting

Team

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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

31.01.2021 — Registration deadline

16.02.2021 — Entry exam (if applicable) and paper writing tutorial (online)

Individual task: Paper analysis (deadline: 21.02.2021)

23.02.2021 — Presentation paper analysis (online)

Teamwork task: Essay (deadline: 27.03.2021)

30.03.2021 — Essay presentation (online)

04.05.2021 — Stata tutorial 1 (on-site)

11.05.2021 — Stata tutorial 2 (on-site)

Teamwork task: Final paper (deadline: 16.05.2021)

18.05.2021 — Final paper presentation (online)

Individual task: Stata homework (deadline: 23.05.2021)

25.05.2021 — Stata tutorial 3 (on-site)

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 (6th 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. **Quality vs. Quantity in Apprenticeship Training**
2. **The Costs and Benefits of Occupational Mobility**
3. **Skill Mismatch: Measurement and Empirical Evidence**
4. **Economic Impacts of Private Universities**

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

patrick.lehnert@business.uzh.ch

Deadline: 31.01.2021

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

Introductory Literature

• Topic 1 – Quality vs. Quantity in Apprenticeship Training

- Dietrich, H., Pfeifer, H., & Wenzelmann, F. (2016). *The more they spend, the more I earn? Firms' training investments and post-training wages of apprentices*. Swiss Leading House Working Paper No. 116.
- Smits, W. (2006). *The quality of apprenticeship training*. *Education Economics*, 14(3), 329-344. doi:10.1080/09645290600777543

• Topic 2 – The Costs and Benefits of Occupational Mobility

- Cortes, G. M., & Gallipoli, G. (2018). *The costs of occupational mobility: An aggregate analysis*. *Journal of the European Economic Association*, 16(2), 275-315. doi:10.1093/jeea/jvx006
- Neffke, F. M. H., Otto, A., & Weyh, A. (2017). *Inter-industry labor flows*. *Journal of Economic Behavior & Organization*, 142, 275-292. doi:10.1016/j.jebo.2017.07.003

Introductory Literature

• Topic 3 – 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 Erwerbspersonen mit beruflichem und akademischem Abschluss*. BWP 5/2016. Bonn: BIBB.

• Topic 4 – 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