



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

Spring Term 2023

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

05.02.2023 — Registration deadline

21.02.2023 — Entry exam (if applicable) and paper writing tutorial

*Individual task: Paper analysis (deadline: 26.02.2023)*

28.02.2023 — Presentation paper analysis

*Teamwork task: Essay (deadline: 26.03.2023)*

28.03.2023 — Essay presentation

09.05.2023 — Stata tutorial 1

16.05.2023 — Stata tutorial 2

*Teamwork task: Final paper (deadline: 21.05.2023)*

23.05.2022 — Final paper presentation

*Individual task: Stata homework (deadline: 28.05.2023)*

30.05.2023 — 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. Vocational education, youth unemployment, and NEET**
- 2. Gender differences in educational aspirations, education and labor market outcomes**
- 3. New apprenticeship programs and the apprenticeship market**
- 4. Determinants of completion rates in (upper secondary) education**

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

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

**Deadline: 05.02.2023**

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

# Introductory Literature

## Topic 1 – Youth unemployment, NEET, and vocational education

- Isengard Bettina (2003) *Youth Unemployment: Individual Risk Factors and Institutional Determinants. A Case Study of Germany and the United Kingdom*, *Journal of Youth Studies*, 6:4, 357-376, DOI: [10.1080/1367626032000162096](https://doi.org/10.1080/1367626032000162096)
- Oswald-Egg, M.E. and Renold, U., 2021. *No experience, no employment: The effect of vocational education and training work experience on labour market outcomes after higher education*. *Economics of education review*, 80, p.102065

## Topic 2 – Gender differences in aspirations, education and labor market outcomes

- Kuhn, Andreas and Stefan C. Wolter (2022). *The Strength of Gender Norms and Gender-Stereotypical Occupational Aspirations Among Adolescents*, *Kyklos*, <https://doi.org/10.1111/kykl.12320>
- Genicot, G. and Ray, D. (2017). *Aspirations and inequality*. *Econometrica*, 85(2):489–519.
- Azmat, G., Cuñat, V., and Henry, E. (2020). *Gender promotion gaps: Career aspirations and workplace discrimination*. Available at SSRN 3518420.

# Introductory Literature

## Topic 3 – New apprenticeship programs and the apprenticeship market

- Schweri, J., Aepli, M. and Kuhn, A. *The costs of standardized apprenticeship curricula for training firms. Empirical Res Voc Ed Train* 13, 16 (2021).
- Jaik, K., and Wolter, S. C. (2019). *From dreams to reality: Market forces and changes from occupational intention to occupational choice. Journal of Education and Work*, 32(4), 320–334.  
<https://doi.org/10.1080/13639080.2019.1637830>
- Jansen, A., de Grip, A, and Kriechel, B. (2017). *The effect of choice options in training curricula on the supply of and demand for apprenticeships. Econ Educ Rev* 57, 52–65

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

- Neuber-Pohl, C. *Apprenticeship non-completion in Germany: a money matter?. Empirical Res Voc Ed Train* 13, 12 (2021). <https://doi.org/10.1186/s40461-021-00115-1>
- Bessey, Donata and Backes-Gellner, Uschi. "Staying Within or Leaving the Apprenticeship System? Revisions of Educational Choices in Apprenticeship Training" *Jahrbücher für Nationalökonomie und Statistik*, vol. 235, no. 6, 2015, pp. 539-552. <https://doi.org/10.1515/jbnst-2015-0603>
- Samuel Luethi & Stefan C. Wolter, 2021. "Is being competitive always an advantage? Degrees of competitiveness, gender, and premature work contract termination," *Economics of Education Working Paper Series 0185*, University of Zurich, Department of Business Administration (IBW)