



Universität  
Zürich<sup>UZH</sup>

Department of Business Administration

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

Spring Term 2020

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

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

Room PLR G 113,

Tel. 044 634 42 76

**Tobias Schultheiss, M.Sc.**  
[tobias.schultheiss@business.uzh.ch](mailto:tobias.schultheiss@business.uzh.ch)  
Office hours: Upon appointment

Room PLM G 203a,

Tel. 044 634 29 21

# 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

02.02.2020 — Registration deadline

18.02.2020 — Entry exam (if applicable) and paper writing tutorial

*Individual task: Paper analysis (deadline: 23.02.2020)*

25.02.2020 — Presentation paper analysis

*Teamwork task: Essay (deadline: 29.03.2020)*

31.03.2020 — Essay presentation

05.05.2020 — Stata tutorial 1

*Teamwork task: Final paper (deadline: 10.05.2020)*

12.05.2020 — Final paper presentation

19.05.2020 — Stata tutorial 2

*Individual task: Stata homework (deadline: 24.05.2020)*

26.05.2020 — 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 (2009): Introductory Econometrics: a modern approach, South-Western

Chapter 6.2: Functional Form (p. 189-198)

Chapter 7: Dummy Variables (p. 225-256)

Chapter 14: Advanced Panel Data Methods (p. 481-505)

Chapter 17.1: Logit and Probit for Binary Response (p. 574-586)

# 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.
- <http://www.statalist.org>
- <http://www.stata.com/manuals13/u.pdf>

German References:

- Kohler, Kreuter (2001): *Datenanalyse mit Stata*, Oldenbourg Verlag, München
  - Kapitel 5: Erstellen und Verändern von Variablen (p. 77-79)
  - Kapitel 8: Einführung in die Regressionstechnik (p. 175-246)
  - Kapitel 9: Regressionsmodelle für kategoriale abhängige Variablen (p. 249-303)
- 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. **Social returns to higher education**
2. **Skill mismatch: Measurement and empirical evidence**
3. **Vintage human capital, technological change, and labor market outcomes**
4. **Human capital shocks and the usage of new technologies**

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

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

**Deadline: 02.02.2020**

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

# Introductory Literature

## • Topic 1 - Social returns to higher education

- Moretti, E. (2004). *Estimating the social return to higher education: Evidence from longitudinal and repeated cross-sectional data*. *Journal of Econometrics*, 121(1-2), 175-212. doi:10.1016/j.jeconom.2003.10.015
- Sand, B.M. (2013). *A re-examination of the social returns to education: Evidence from U.S. cities*. *Labour Economics*, 24, 97-106. doi:10.1016.j.labeco.2013.07.001.

## • Topic 2 - 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.

# Introductory Literature

- **Topic 3 - Vintage human capital, technological change, and labour market outcomes**

- *Backes-Gellner, U., & Janssen, S. (2009). Skill obsolescence, vintage effects and changing tasks. Applied Economics Quarterly, 55(1), 83-104.*
- *Deming, D.J., & Noray, K.L. (2018). STEM careers and technological change. National Bureau of Economic Research Working Paper 25065.*

- **Topic 4 - Human capital shocks and the usage of new technologies**

- *Carneiro, P.M., Liu, K., & Salvanes, K.G. (2018). The supply of skill and endogenous technical change: Evidence from a college expansion reform. NHH Dept. of Economics Discussion Paper SAM 16 2018.*
- *Hershbein, B., & Kahn, L.B. (2018). Do recessions accelerate routine-biased technological change? Evidence from vacancy postings. American Economic Review, 108(7), 1737-1772. doi:10.1257/aer.20161570.*