



ME Seminar: Personnel Economics and Empirical Analysis, Part 1

Introductory Meeting

Team (1/2)

Team

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General features of the seminar

- Learn to write an empirical paper
- 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
- Make your own empirical analyses (Part 2)

Schedule (1/3)

Timing	Lectures/Tasks	Explanation	Goal	Working Hours	Deadlines
13.12.2016 16:00-17:00 Room: SOE-F-8	Information meeting at the end of the previous semester		<ul style="list-style-type: none"> - Introduce students briefly into the topic - Make requirements of the seminar clear - Provide introductory literature and information on the exam 	1h	31.01.2017 Registration for Entry Exam Topic Choice
Before the semester starts	Refresh entry requirements and prepare for entry exam			8h (1 full work day)	
21.02.2017 16:15-16:45 Room: Tba	Entry Exam	=>10% of final grade	- Guarantee standardized relevant basic knowledge	0.5h	
21.02.2017 16:45-19:00 Room: Tba	Paper writing tutorial	Analysis of a paper example from a top journal. Homework: Paper analysis =>10% of final grade	- Familiarize students with the structure of empirical papers	16h (Approx. 2 full work days)	26.02.2017 Paper Analysis
	Distribute essay tasks	<ul style="list-style-type: none"> - Literature tasks/essays in teamwork, for more thorough familiarization with the topic: library work, group discussion, write text (3-4 p.) - Guidance in consultation hours =>15% of final grade	<ul style="list-style-type: none"> - Develop research question - Work at empirical phenomenon - Display theoretical problem - Review current economic political discussion 	26h	05.03.2017 Essay 06.03.2017 Essay Presentation Slides

Schedule (2/3)

Timing	Lectures/Tasks	Explanation	Goal	Working Hours	Deadlines
28.02.2017 16:15-18:00 Room: Tba	Presentation paper analysis	Presentation and discussion of students' paper analyses	- Detect similarities and differences in the structure of empirical papers across different literatures	2h	
07.03.2017 16:15-19:00 Room: Tba	Essay Presentation Starting point for writing scientific seminar paper (Independent or team work)	Each group presents the results of the essay and outlines further steps. - Library work, research, review, write seminar paper incl. ideas and schedule for own research project work in ME 2 - Guidance in consultation hours =>45% of final grade	- Presentation and defense of ideas - Practice project management - Independent scientific work	3h 101.5h (Approx. 2 full work days per week)	07.05.2017 Seminar Paper 08.05.2017 Seminar Paper Presentation Slides
02.05.2017 16:15-18:00 Room: Tba	Stata Tutorial 1	-introduction to stata -preparation of data sets		2h	
09.05.2017 16:15-19:00 Room: Tba	Seminar Paper Presentation	- Each group presents the results of the seminar paper (incl. ideas for research project and schedule for ME 2 seminar) - Team formation for ME 2 in the following semester	- Presentation, defense of ideas	3h	

Schedule (3/3)

Timing	Lectures/Tasks	Explanation	Goal	Working Hours	Deadlines
16.05.2017 16:15-18:00 Room: Tba	Stata Tutorial 2	-descriptive analysis -introduction to OLS and linear probability models		2h	
	Distribute stata homework	-use data set to answer empirical problems -hand in a stata do-file => 5% of final grade	-Enabling to conduct own empirical research projects with stata	4h	21.05.2017 Stata Homework
23.05.2017 16:15-18:00 Room: Tba	Stata Tutorial 3	-standard errors -panel model		2h	
	Class participation and all presentations	=>15% of final grade			

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. Wages of Young Workers
2. The Effect of GPA on Labor Market Outcomes
3. Individual Returns to Different Types of Higher Education
4. Overqualification: Measurement and Empirical Evidence

Please send 2 preferences to

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Deadline: 31.01.2017

Introductory Literature

- **Topic 1: Wages of Young Workers**

- Topel, R. H., & Ward, M. P. (1992). *Job Mobility and the Careers of Young Men*. *The Quarterly Journal of Economics*, 107(2), 439–479.
- Kahn, L. B., & Lange, F. (2014). *Employer Learning, Productivity, and the Earnings Distribution: Evidence from Performance Measures*. *The Review of Economic Studies*, 81(4), 1575–1613.
- Mueller, B., & Schweri, J. (2015). *How specific is apprenticeship training? Evidence from inter-firm and occupational mobility after graduation*. *Oxford Economic Papers*, 67(4), 1057–1077.

- **Topic 2: The Effect of GPA on Labor Market Outcomes**

- Wise, D. A. (1975). *Academic Achievement and Job Performance*. *The American Economic Review*, 65(3), 350–366.
- Jones, E. B., & Jackson, J. D. (1990). *College Grades and Labor Market Rewards*. *The Journal of Human Resources*, 151(2), 253–266.
- French, M. T., Homer, J. F., Popovici, I., & Robins, P. K. (2014). *What You Do in High School Matters: High School GPA, Educational Attainment, and Labor Market Earnings as a Young Adult*. *Eastern Economic Journal*.

- **Topic 3: Individual Returns to Different Types of Higher Education**

- Kane, T. J., & Rouse, C. E. (1995). *Labor-Market Returns to Two- and Four-Year College*. *The American Economic Review*, 85(3), 600–614.
- Weale (1992). *The benefits of higher education: A comparison of universities and polytechnics*. *Oxford Review of Economic Policy* 8(2), 35-47.
- Kleibrink/Michaelsen (2014). *Reaching High: Occupational Sorting and Higher Education Wage Inequality in the UK*. *IZA Discussion Paper No. 8255*.

- **Topic 4: Overqualification: Measurement and Empirical Evidence**

- Sicherman (1991). *"Overeducation" in the labor market*. *Journal of Labor Economics* 9(2), 101-122.
- Jensen/Gartner/Rässler (2010). *Estimating German overqualification with stochastic earnings frontiers*. *Advances in Statistical Analysis* 94(1), 33-51.
- Lazear/Shaw/Stanton (2016). *Who gets hired? The importance of finding an open slot*. *NBER Working Paper 22202*.