

## Spring Term 2016

<p style="text-align: center;"><b>Leading House Ph.D. Course</b> <b>“Personnel and Labor Economics for Education Economists”</b> <b>- Syllabus -</b></p>
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<b>Lecturer:</b>	Prof. Dr. Tor Eriksson (Aarhus University) Prof. Dr. Niels Westergaard-Nielsen (Copenhagen Business School)
<b>Workshop dates:</b>	March 7 – March 11, 2016
<b>Location:</b>	University of Zurich, Room tba
<b>Preliminary Schedule:</b>	The lectures take place in the form of an intensive 5-day course.  Monday, March 7:           13:30-18:00 Tuesday, March 8:         08:00-18:00 Wednesday, March 9:     08:00-18:00 Thursday, March 10:      08:00-18:00 Friday, March 11:         08:00-12:00
<b>Module Number; ECTS:</b>	tba; 3 ECTS
<b>Course webpage:</b>	<a href="http://www.business.uzh.ch/de/professorships/emap/teaching.html">http://www.business.uzh.ch/de/professorships/emap/teaching.html</a>

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### Course overview

Personnel Economics differs from conventional Labor Economics in that it focuses on what happens *inside* firms and organizations. It deals with employment contracts, wage structures, employer – employee interactions and other issues related to the workplace. A central area of research is concerned with how to structure jobs and incentives inside firms to achieve desirable outcomes for employers as well as employees. This course will present and discuss some of the key topics in Personnel Economics research and the latest developments therein. In addition, the course will also cover selected topics in Labor Economics related to the Personnel Economics literature.

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[www.economics-of-education.ch](http://www.economics-of-education.ch)

The Swiss Leading House on “Economics of Education, Firm Behaviour and Training Policies”  
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# Swiss Leading House

## Economics of Education, Firm Behaviour and Training Policies



Co-Director  
Prof. Dr. Uschi Backes-Gellner

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### Topics

#### *Incentives:*

- Moral hazard; the principal agent problem
- Subjective measurement
- Tournaments
- Intrinsic rewards, reciprocity, fairness
- Equity, stock options
- *Matching firms and workers:*
  - Recruitment
  - Asymmetric information
  - Entrepreneurship
- *Compensation:*
  - Levels and structures of compensation
  - Executive compensation
- *Organisational structure of work and workplaces:*
  - Coordination, specialisation and adaptation
  - Social capital, networks
  - Empowerment
- *Topics in labor economics:*
  - Intergenerational mobility
  - Vignettes method applications in labor economics
  - Personnel economics and the public sector
- Performance measurement; distortions
- Relative performance evaluation
- Monitoring
- Risk-incentives trade-off
- Incentives and sorting
- Learning models
- Job polarization
- Leadership
- Incentives in teams, peers, social interactions
- HRM and other management practices
- Stereotyping
- Worker turnover

### Key literature

#### *Basics textbook:*

Lazear, E., & Gibbs, M. (2009). *Personnel Economics in Practice*. J Wiley & Sons.

#### Three recent, useful surveys:

Lazear, E., & Oyer, P. (2013). Personnel Economics, in: R. Gibbons and J. Roberts, eds., *Handbook of Organizational Economics*, Princeton University Press, 479-519.

Oyer, P., & Schaefer, S. (2011). Personnel Economics: Hiring and Incentives, in: D. Card and O. Ashenfelter, eds., *Handbook of Labor Economics*, Volume 4, Part B, Elsevier, Amsterdam, 1769-1823.

Bloom, N., & van Reenen, J. (2011). Human Resource Management and Productivity, in: D. Card and O. Ashenfelter, eds., *Handbook of Labor Economics*, Volume 4, Part B, Elsevier, Amsterdam, 1697-1767.

#### On executives and their compensation:

Bertrand, M. (2009). CEOs. *Annual Review of Economics*, 1, 121-149.

Frydman C., & Saks, R. (2010). Executive compensation: A new view from a long-term perspective, 1936-2005. *Review of Financial Studies*, 23, 2099-2138.

#### On public sector topics:

Ash, E., & MacLeod, B. (2015). Intrinsic motivation in public service: Theory and evidence from state supreme courts. Columbia University WP.

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Propper, C., & van Reenen, J. (2010). Can pay regulation kill? Panel data evidence on the effects of labor markets on hospital performance. *Journal of Political Economy*, 118, 222-273.  
Dixit, A. (2002). Incentives and Organizations in the Public Sector. An Interpretative Review. *Journal of Human Resources*, 37, 696-727.

On stereotyping:

Bordalo, P., Gennaioli, N., & Shleifer, A. (2014). Stereotypes. *NBER WP No. 20106*.  
Coffman, K. B. (2014). Evidence on Self-Stereotyping and the Contribution of Ideas. *The Quarterly Journal of Economics*, 129(4), 1625-1660.

On leadership:

Lazear, E., Shaw K., & Stanton, C. (2015). The value of Bosses. *Journal of Labor Economics*, 33(4), 823-861.

On Job polarization:

Autor, D. H., Katz L. F., & Kearney, M. S. (2006). The Polarization of the US Labor Market. *American Economic Review*, 96(2), 189-94.  
Salvatori, A. (2015). The Anatomy of Job Polarization in the UK, IZA Discussion Paper No. 9193.

### Target audience and preconditions for participation

The course is particularly designed for doctoral students in economics of education. Doctoral students in economics or business economics with a strong interest in personnel and labor economics for education economists are welcome as well.

### Credit requirements and grading

Full course attendance is required to receive ECTS-Points. Students are expected to come prepared to the course. It will facilitate discussions and improve overall learning.

1. Presentation in class.
2. Individual take-home exam.

### Application

The number of participants is limited. Course registration **until January 24, 2016** is mandatory. Please send your application (including a one-page CV) to [curdin.pfister@business.uzh.ch](mailto:curdin.pfister@business.uzh.ch).

### WWF Statutory Course Policies

According to WWF study regulations, all exam dates are final as published in the VVZ and syllabus. This means that the final exam date is not negotiable. It will not be possible to take any exams on different dates.

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.

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.

For UZH students: Don't forget to officially register using the registration tool of the University of Zurich.