



**Universität
Zürich**^{UZH}

Department of Business Administration

ME Seminar: Personnel Economics and Empirical Analysis, Part 1

Spring Term 2019

Information Meeting

Team

Prof. Dr. Uschi Backes-Gellner
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Office hours: Upon appointment

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Patrick Lehnert, M.Sc.
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Curdin Pfister, M.A.
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Damiano Pregaldini, M.A.
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Office hours: Wednesday, 11.00-12.00 (upon appointment only)

Room 206, Tel. 044 634 42 52

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 (1/3)

| Timing | Lectures/Tasks | Explanation | Goal | Working Hours | Deadlines |
|--|--|---|--|-----------------------------------|--|
| 11.12.2018 09.30-09.45 Room: KOL-F-121 | 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 | | 03.02.2019 Registration (please send your CV and current transcript of records) + Topic Choice (2 preferences) + indicate if you wish to take the entry exam |
| Before the semester starts | Refresh entry requirements and prepare for entry exam | | | | |
| 19.02.2019 16:15-16:45 Room: Tba | Entry Exam (waived upon request for students who successfully completed the course ME1: Personnel Economics) | | <ul style="list-style-type: none"> - Guarantee standardized relevant basic knowledge | | |
| 19.02.2019 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 | <ul style="list-style-type: none"> - Familiarize students with the structure of empirical papers | 16h (Approx. 2 full work days) | 24.02.2019 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 | 31.03.2019 Essay 01.04.2019 Essay Presentation Slides |

Schedule (2/3)

| Timing | Lectures/Tasks | Explanation | Goal | Working Hours | Deadlines |
|--|--|--|---|---|--|
| 26.02.2019 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 | |
| 02.04.2019 16:15-19:00 Room: Tba | Essay Presentation | Each group presents the results of the essay and outlines further steps. | - Presentation and defense of ideas | 3h | |
| | Starting point for writing scientific seminar paper (Independent or team work) | - Library work, research, review, write seminar paper incl. ideas and schedule for own research project work in ME 2 - Guidance in consultation hours =>50% of final grade | - Practice project management - Independent scientific work | ca. 116h (Approx. 2 full work days per week) | 12.05.2019 Seminar Paper 13.05.2019 Presentation Slides |
| 07.05.2019 16:15-18:00 Room: Tba | Stata Tutorial 1 | -introduction to stata -preparation of data sets | | 2h | |
| 14.05.2019 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 |
|--|---|---|---|---------------|-------------------------------------|
| 21.05.2019 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 => 10% of final grade | -Enabling to conduct own empirical research projects with stata | 8h | 26.05.2019 Stata Homework |
| 28.05.2019 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. Individual returns on different types of higher education in Switzerland
2. Skill mismatch: Measurement and empirical evidence
3. Immigration and the labor market outcomes of workers with different types of human capital
4. Immigration and Investments in Human Capital

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

damiano.pregaldini@business.uzh.ch

Deadline: 03.02.2019

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

Introductory Literature

- **Topic 1 - Individual returns on different types of higher education in Switzerland**

- 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.

- **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.
- 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 - Immigration and labor market outcomes of workers with different types of human capital**

- Ottaviano, G. I. P., and Peri, G. (2012). *Rethinking the effect of immigration on wages*. *Journal of the European Economic Association*, 10(1), p. 152-197.
- Dustmann, C., Glitz, A., & Frattini, T. (2008). *The labour market impact of immigration*. *Oxford Review of Economics Policy*, 24(3), p. 477-494.

- **Topic 4 - Immigration and Investments in Human Capital**

- Dustmann, C., & Glitz, A. (2011). *Migration and Education*. In E. Hanushek, S. Machin & L. Woessmann (Eds.), *Handbook of the Economics of Education* (chapter 4). Elsevier
- Hunt, J. (2017). *The Impact of Immigration on Educational Attainment of Natives*. *Journal of Human Resources*, 52(4), p. 1060-1118.