



**Universität
Zürich^{UZH}**

Department of Business Administration

ME Seminar: Personnel Economics and Empirical Analysis, Part 1

Spring Term 2018

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 (1/3)

Timing	Lectures/Tasks	Explanation	Goal	Working Hours	Deadlines
12.12.2017 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 	0.25h	31.01.2018 Registration for Entry Exam (please send your CV and current transcript of records) + Topic Choice (2 preferences)
Before the semester starts	Refresh entry requirements and prepare for entry exam			8h (1 full work day)	
20.02.2018 16:15-16:45 Room: Tba	Entry Exam	=>10% of final grade	<ul style="list-style-type: none"> - Guarantee standardized relevant basic knowledge 	0.5h	
20.02.2018 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)	25.02.2018 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	18.03.2018 Essay 19.03.2018 Essay Presentation Slides

Schedule (2/3)

Timing	Lectures/Tasks	Explanation	Goal	Working Hours	Deadlines
27.02.2018 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	
20.03.2018 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 ca. 112h (Approx. 2 full work days per week)	06.05.2018 Seminar Paper 07.05.2018 Presentation Slides
08.05.2018 16:15-18:00 Room: Tba	Stata Tutorial 1	-introduction to stata -preparation of data sets		2h	
15.05.2018 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
22.05.2018 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	27.05.2018 Stata Homework
29.05.2018 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
2. Overqualification: Measurement and empirical evidence
3. Diversity and workforce productivity in firms
4. Immigration and Investments in Human Capital

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

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Deadline: 31.01.2018

Introductory Literature

- **Topic 1: 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.

- **Topic 2: 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.

- **Topic 3: Diversity and workforce productivity in firms**

- Lazear, E.P. (1999). *Globalization and the market for team-mates*. *The economic Journal*, 109(453), p. C15-C40.
- Backes-Gellner, U. & Veen, S. (2012). *Positive effects of ageing and age diversity in innovative companies – large-scale empirical evidence on company productivity*. *Human Resource Management Journal*, 23(3), p. 279-295.

- **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
- Peri, G., & Sparaber, C. (2009). *Task Specialization, Immigration, and Wages*. *American Economic Journal: Applied Economics*, 1(3), pp. 135-169.