



Spring Term 2018

ME Seminar: Personnel Economics and Empirical Analysis Part 1

Syllabus

Module Number: MOEC0052

Lectures: see table below

Lecturers: Prof. Dr. Uschi Backes-Gellner, Peter Hoeschler, Patrick Lehnert, Curdin Pfister, Damiano Pregaldini

Entry Exam Date: Tuesday, February 20th 2018, 16:15 – 16:45

Curricula-Classification: MA: Wahlpflichtbereich BWL 3; MA: Seminare Management and Economics

ECTS-Points: 6.0

Course webpage: <http://www.business.uzh.ch/de/professorships/emap/teaching/courses/Spring-Term-2018/meseminar.html>

Contact & Registration: For questions and course registration (please include your CV and current transcript of records, deadline: 31.01.2018) contact Damiano Pregaldini (damiano.pregaldini@business.uzh.ch).

Basic concept und key points of the one-year research project-seminar¹ ME Seminar 1 and ME Seminar 2 (credit points: 6 ECTS for spring term and 6 ECTS for fall term)

The goal of the first semester (ME Seminar 1) is

- to review the literature for the research project that students will carry out themselves later,
- to create, under guidance, a theoretical framework,
- to evaluate and prepare available data, and
- to develop project plans.

For this aim, students are required to have sufficient knowledge in the theoretical foundations of the topics, i.e. Personnel and Education Economics (see introductory literature). The knowledge in the foundations is tested in an entry exam. At the beginning of the semester, students will acquire further theoretical knowledge that is specific to the topic of a teamwork project. Also in the first part of the semester, students will acquire the necessary know-how to conduct empirical research projects under guidance. This know-how will be necessary for the second part of the ME seminar and for students' own future research projects. Towards the end of the spring term, students will have to write their own research proposal that provides the theoretical basis for an empirical research project (ME 2) that they strive to pursue in the second semester. This proposal also includes a detailed project plan for the fall semester, including suggestions concerning the data base that students want to use in the second part of the semester.

In the second part (ME 2), i.e. the fall semester 2018 for those who continue the seminar, the empirical research projects will be carried out in teams of students. Using newest econometric methods, data will be used to test theoretical hypotheses, methodological questions will be discussed, and the results will be interpreted critically with regard to the research question and literature.

For the two parts of the ME seminar, 6 ECTS points can be earned in each semester, which means that students will have to work approximately 180 hours in each semester. This equals a working time of 22 full working days during the semester, respectively 1-2 full working days per week per semester (during the lecture period). Part 2 of the seminar cannot be taken if part 1 was not finished successfully.

¹ The first part of the one-year research project seminar can be attended and booked independently of the second part.



Course prerequisites

All bachelor level compulsory courses

Timetable:

12.12.2017 Information Meeting

31.01.2018 Registration Deadline

Mandatory classes:

20.02.2018 Entry Exam and Paper Writing Tutorial

27.02.2018 Presentation Paper Analysis

20.03.2018 Essay Presentation

08.05.2018 Stata Tutorial 1

15.05.2018 Seminar Paper Presentation

22.05.2018 Stata Tutorial 2

29.05.2018 Stata Tutorial 3

Course Material

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)

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)

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)



WWF Statutory Course Policies

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

Check your class schedule for possible *exam conflicts* at the beginning of the semester, as this is your own responsibility. If you want to avoid heavy workload and taking multiple exams in one day you will have to rearrange your class schedule accordingly before the semester starts. Please arrange yourself by taking the respective classes only.

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.

Don't forget to *officially register* yourself using the registration tool (Modulbuchungstool) of the University of Zurich.

Note: 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.