

Research Seminar: Personnel Economics (14202569)

Summer Semester 2024

1. Content and organisation

In a recent study, Kampkötter (2017) analyses the effect of performance appraisals on employees' overall job satisfaction. For that purpose the author uses data from the German Socio-Economic Panel (SOEP). In the *Research Seminar: Personnel Economics* students will replicate the main findings from Kampkötter's investigation. Moreover, they will extend the study, for example, with respect to the time dimension (including information from additional SOEP waves), the outcome variable (looking at other measures of well-being than job satisfaction), or other moderators than personality traits (as considered by Kampkötter). For that purpose, the course organisers will provide the students with the relevant data from the SOEP. The students undertake the relevant estimations and summarise their findings in an essay. The course organisers will provide extensive guidance and advice.

The empirical study requires prior knowledge of basic concepts in econometrics and statistics and of suitable software packages, such as STATA.

Seminar participants can work individually or, preferably, in small groups. Each student/ group will focus on one particular extension, while all groups undertake the replication. The essay should have a length of around 8-10 pages (without tables) if written individually and of about 12-15 (16-20) pages if written in a team of two (three) (without tables).

The *Research Seminar: Personnel Economics*, taught jointly by Laszlo Goerke and Sven Hartmann, can be taken independently of the *Reading Course: Topics in Personnel Economics*. However, the dates will be co-ordinated. Both courses together make up the module *Human Resource Management, Personnel Economics, and Organization B*.

2. Preliminary schedule

Please register in PORTA for the course. Its organisation will take place via Stud.IP. You will be registered automatically for the course in Stud.IP after you have registered via PORTA.

Weeks one and two of the semester are reserved for the 'Grundlagen-Modul' to Master-students who start their studies in the summer. Therefore, the *Research Seminar* will start in week 3.

Thursday, 02.05.2024, 09.00-12.00, C 22 (Goerke)

Introduction to the module and the *Reading Course* and *Research Seminar*.

Thursday, 16.05.2024, C 22 (Goerke & Hartmann)

09.00 – 10.45: *Reading Course*: see separate announcement

11.00 – 12.00: *Research Seminar*: Preparing for the replication study

Thursday, 23.05.2024, C 22 (Hartmann)

08.30 – 11.45: Introduction to empirical analysis and the data set

Thursday, 06.06.2024: C 22 (Goerke & Hartmann)

08.30 – 09.30: *Reading Course*: see separate announcement

09.45 – 12.00: *Research Seminar*: How do I replicate a paper?
D'Ambrosio et al. (2018) as an example.

Thursday, 13.06.2024: 08.30 – 12.00, C 22 (Hartmann)

Discussion of Kampkötter (2017)

Thursday, 04.07.2024: 08.30 – 12.00, C 22

Alternative date

Thursday, 11.07.2024: 08.30 – 12.00, C 22 (Goerke, Hartmann)

Presentation of replication results and of possible extensions

Thursday, 18.07.2024: 08.30 – 12.00, C 22 (Goerke, Hartmann)

Questions and answers (paper preparation, estimation details, writing up)

Wednesday, 31.07.2024: 12.00: Deadline for handing in two printed copies of the research paper at the secretary's office, Frau Hermanns, C 324, Campus I

Please also send a PDF of the printed version to goerke@uni-trier.de and to hartman1@uni-trier.de.

3. Formalities and further information

The entire *Research Seminar* will take place in English.

The essay describing the replication of Kampkötter (2017) and of the extensions will have a weight of 60% for the final mark of the entire module. The remaining 40% will result from the

evaluation of the *Reading Course*. If a group of students writes the essay, the individual evaluations (marks) will be the same for all group members.

The information contained in this document will occasionally be updated. The date at the top of page 1 indicates the most recent version.

4. References

Kampkötter, Patrick (2017), Performance Appraisals and Job Satisfaction, *The International Journal of Human Resource Management*, 28(5), 750-774.

D'Ambrosio, Conchita, Clark, Andrew E. and Marta Barrazetta (2018), Unfairness at work: Well-being and quits, *Labour Economics*, 51, 307-316.

We will make these contributions available in Stud.IP.