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Reading Course: Topics in Personnel Economics (14202567) Summer Semester 2020

1. Content and organisation

This course is based on selected chapters of Pietro Garibaldi's book *Personnel Economics in Imperfect Labour Markets*, published in 2006 by Oxford University Press. The basic idea is that the students adopt the perspective of a teacher/lecturer and find ways of conveying the content of selected chapters to their fellow students in a manner they believe to be most suitable. Since Trier University aims to make available all courses during the summer semester as "digital equivalents" students should prepare their material in such a way that the presentation can be viewed outside the classroom, i.e., at home.

Individual students, or small groups of students, will prepare an assigned chapter, or part of it. They will present its main content in a digital/ non-classroom format, which they select themselves, to all other course members. The format of the presentation is completely up to the students. The main objective is to convey the content in such a way that it is understood and remembered by the other members of the course. Each student will also write a short evaluation of up to two presentations by other students, which are to be handed in and which will be evaluated.

To prepare the presentation it is, first, required that students work through the assigned chapter and comprehend its content and methodological approach. Second, students are expected to find and analyse further academic publications (from textbooks, journals etc.), which help them to place the chapter's content into perspective and to enrich the subsequent presentation. This presentation of the chapter, or the relevant part of it, should last around 20 minutes in case of one student preparing it. If students prepare the presentation in (small) groups, the overall length should increase by about 10 minutes per additional group member. It is unlikely that the entire chapter can be presented. Hence, the presentation needs to focus on particularly relevant or important aspects.

We will look – depending on the number of participants – at the following chapters, which can be divided up if their content is presented by individual students.

Chap. 2: The Optimal Skills Ratio

Chap. 3: The Hours-Employment Trade-off

Chap. 4: Temporary or Permanent?

- Chap. 6: Optimal Compensation Schemes: Foundation
- Chap. 7: Pay for Performance with Wage Constraints
- Chap. 9: Training & Human Capital Investment
- Chap. 11: Job Destruction
- Chap. 12: Further Issues in Employment Protection Legislation

The university provides an overview of material for online teaching on its webpage:
<https://www.uni-trier.de/index.php?id=72319>

The *Reading Course Topics in Personnel Economics* can be taken independently of the *Research Seminar on Personnel Economics*. However, the dates will be co-ordinated and the *Reading Course* and the *Research Seminar* together make up the module *International HRM and Personnel Economics* (alternatively, the module can be completed by taking two relevant courses taught by the chair of Katrin Mühlfeld).

2. Preliminary schedule

Thursday, 23.04.2020, 09.00-11.00, online

Introduction to module and course

(Further details about the format of the meeting will be provided as soon as possible.)

I will inform you in advance about the format in which this online meeting will take place. Please register in PORTA for the course, such that I have an idea about the number of participants. The organisation of the course will take place via Stud.IP. Therefore, it is essential that you have registered for the course. If you have any problems, please let me know. Please note that you will automatically be registered for a course in Stud.IP about a day after you have registered via PORTA.

Thursday, 30.04.2020: Start: 09.00, ZOOM

Final assignment of chapters and further information.

All students registered in Stud.IP for this course will receive an invitation for a ZOOM-meeting to their university email address.

Please let me know about your preferences – see 3. Formalities below, unless you have already done so.

If you have any questions relating to the presentation, you can contact me via e-mail. If this seems appropriate, I will also schedule further online meetings on Thursday mornings.

Friday, 29.05.2020

Deadline for submission of presentations

Friday, 19.06.2020

Deadline for submission of evaluations of presentations by other students

Information on the format of these evaluations will be provided in due course.

3. Formalities

The entire reading course will take place in English.

The presentation of the (part of the) chapter will have a weight of 40% for the final mark of the entire module. The evaluations of the presentations by other students contribute 10% to the final mark. The remaining 50% will result from the evaluation of the *Research Seminar*. If the presentation of the chapter is produced by a group of students, the respective evaluation (mark) will be the same for all members of a group.

The book chapters to be presented will be allocated on the basis of the students' preferences. To be able to make this allocation, please send an e-mail to goerke@uni-trier.de until Monday, April 27, 2020. This e-mail should contain information about the preferred members of the group, if you want to work in a group, (name and student ID number). Please also provide a list of chapter preferences running from 1 (first preference) to 5 (chapter least desired). If preferences are such that no consistent allocation of chapters is feasible, the assignment will be decided by drawing lots. The chapters of the book by Garibaldi will be made available in Stud.IP.

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