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Research Seminar: Personnel Economics (14202569) Summer Semester 2020

1. Content and organisation

The starting point of the *Research Seminar* is the following scenario:

The organiser has been asked to write a contribution on "Unions and Workers' Wellbeing". The *Research Seminar* helps to prepare the contribution by splitting up the overall theme into several aspects. The students will survey the relevant literature for one of these aspects, establish predominant methodological approaches, summarise major findings and provide interpretations. On the basis of their comprehensive literature survey, they will write a (provisional) sub-chapter for the contribution mentioned at the beginning of the paragraph, in which relevant publications are summarised. The students are free to incorporate contributions from other subjects than (Personnel) Economics.

Seminar participants can work individually or in small groups in accordance with their own preferences. Each student/ group will focus on one particular aspect of well-being (for more detailed information on potential topics see below). Each student/ group will submit a written report, that is, a (provisional) sub-chapter, at the end of the semester. It should have a length of no more than 15 pages if written individually and of about 20 (less than 30) pages if written in a team of two (three).

The *Research Seminar: Personnel Economics* can be taken independently of the *Reading Course: Topics in 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).

I will make a substantial number of contributions available in Stud.IP. Students should search for further relevant publications on their own and use them for their report/ provisional sub-chapter.

2. Possible topics

Trade unions and job satisfaction: Evidence for the United States

Artz, Benjamin (2012) Does the Impact of Union Experience on Job Satisfaction Differ by Gender? *Industrial & Labor Relations Review*, Vol. 65(2), 225–243.

Trade unions and job satisfaction: Evidence for the United Kingdom

Bryson, Alex and Michael White (2016), Not So Dissatisfied After All? The Impact of Union Coverage on Job Satisfaction, *Oxford Economic Papers*, Vol. 68(4), 898–919.

Trade unions and job satisfaction: Evidence for continental Europe

Garcia-Serrano, Carlos (2009), Job Satisfaction, Union Membership and Collective Bargaining, *European Journal of Industrial Relations*, Vol. 15(1), 91–111.

Trade unions and different domains of job satisfaction

Bryson, Alex and Michael White (2016), Not So Dissatisfied After All? The Impact of Union Coverage on Job Satisfaction, *Oxford Economic Papers*, Vol. 68(4), 898–919.

Trade unions, job satisfaction and actual outcomes

Actual outcomes could be wages, working conditions, health etc. Depending on which outcome is looked at, the references will vary.

Trade unions and life satisfaction

Flavin, Patrick and Gregory Shufeldt (2016), Labor Union Membership and Life Satisfaction in the United States, *Labor Studies Journal*, Vol. 41(2), 171–184.

Trade union membership, collective bargaining and job satisfaction

Green, Colin P. and John S. Heywood (2015), Dissatisfied Union Workers: Sorting Revisited, *British Journal of Industrial Relations*, Vol. 53(3), 580–600.

Trade unions and job satisfaction: An exit-voice perspective

Bryson, Alex, Cappellari, Lorenzo and Claudio Lucifora (2010), Why So Unhappy? The Effects Unionization on Job Satisfaction, *Oxford Bulletin of Economics and Statistics*, Vol. 72(3), 357–380.

Trade unions and job satisfaction: Group-specific correlations?

Artz, Benjamin (2012) Does the Impact of Union Experience on Job Satisfaction Differ by Gender? *Industrial & Labor Relations Review*, Vol. 65(2), 225–243.

Sorting effects in the relationship between trade unions and job satisfaction

Bryson, Alex, Cappellari, Lorenzo and Claudio Lucifora (2004), Does Union Membership Really Reduce Job Satisfaction in Britain? *British Journal of Industrial Relations*, Vol. 42(3), 439–459.

Please feel free to suggest alternative topics, after you have had a thorough look at relevant publications.

3. 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.)

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 also note that you will automatically be registered for a course in Stud.IP about a day after you have registered via PORTA.

Thursday, 14.05.2020, 09.00-11.00, online

Introduction to possible topics

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

Thursday, 29.05.2020, 09.00-12.00, online

Discussion of assigned topics on bilateral basis

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

At predetermined dates, I will offer online office hours. They can be used to discuss all open issues and enquire about anything students need to have more information about in the context of the Research Seminar.

31.07.2020:

Written reports are to be handed in as PDF (send to goerke@uni-trier.de) and as a printed copy (at the office of my secretary, Frau Hermanns, or via standard mail to my university address).

4. Formalities

The entire seminar will take place in English.

The written report/ provisional sub-chapter to be handed in July 2020 will have a weight of 50% for the final mark of the entire module. The remaining 50% of the mark for the module stem from the *Reading Course*. If you write the report together with other students, the evaluation of (mark for) the sub-chapter will be the same for all members of each group.

The different topics will be allocated on the basis of the students' preferences. Please send an email to goerke@uni-trier.de until May 22, 2020, in which you provide information about the preferred members of the group, if you would like to work together with others, (name and student ID number) and a preference list of five topics.

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.