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Trier, 19.03.2021

## **Research Seminar: Personnel Economics (14202569) Summer Semester 2021**

### **1. Content and organisation**

The students participating in the Research Seminar will be provided with a data set on employees in Germany. They will independently analyse the determinants or consequences of job satisfaction. The course organisers will provide extensive guidance and advice. The students will survey the relevant literature, determine the precise question they will analyse empirically, independently undertake an empirical analysis, and write a research paper in which they summarise and interpret their findings in the light of other research contributions.

The list of possible topics includes:

- Gender Differences in Job Satisfaction
- Sector Effects on Job Satisfaction
- Trade Union Membership and Job Satisfaction
- Job Changes and Job Satisfaction
- Works Councils and Job Satisfaction

If students prefer a different focus or topic within the overall theme of the Research Seminar, we will gladly take up an according suggestion. The independent empirical study of phenomena related to job satisfaction requires prior knowledge of basic concepts in econometrics and statistics and of suitable software packages, such as STATA, SPSS, or R.

Seminar participants can work individually or, preferably, in small groups. Each student/group will focus on one particular aspect of job satisfaction. The research papers 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), excluding tables etc. .

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.

The *Research Seminar* will be taught jointly by Laszlo Goerke and Yue Huang.

## 2. Preliminary schedule

Thursday, 22.04.2021, 09.00 – 11.00, Zoom (Goerke & Huang)

Introduction to module and both the Reading Course and the Research Seminar

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

Please register in PORTA for the course, such that we 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 either of us know. You will automatically be registered for a course in Stud.IP about a day after you have registered via PORTA.

Please note that the first two weeks of the semester are reserved for teaching the 'Grundlagen-Modul' to Master-students who start their studies in the summer semester. Therefore, the Research Seminar will only start in week 3.

Thursday, 29.04.2021: Start: 10.30, Zoom (Goerke & Huang)

Allocation of topics & Discussion of the structure of a research paper

Thursday, 06.05.2021: Zoom

09.00 – 10.00: Reading Course (Goerke)

10.15 – 12.00: Research Seminar: Introduction to empirical analysis and SOEP data (Huang)

Thursday, 17.06.2021: 09.00 – 12.00, Zoom (Goerke & Huang)

Presentation by students: Previous contributions

Thursday, 24.06.2021: 09.00 – 12.00, Zoom (Goerke & Huang)

Discussion of data and empirical strategies

Thursday, 01.07.2021: 09.00 – 12.00, Zoom (Goerke & Huang)

Presentation of paper structure and discussion of first estimation results

Thursday, 08.07.2021: 09.00 – 12.00, Zoom (Huang)

Questions and answers

16.07.2021:

Written reports are to be handed in as PDF (send to [goerke@uni-trier.de](mailto:goerke@uni-trier.de) and [huang@uni-trier.de](mailto:huang@uni-trier.de)) and as a printed copy (at the office of the secretary, Frau Hermanns, or via standard mail to the university address of the chair for Personnel Economics).

Please observe that a number of Thursdays are not available for teaching because they are public holidays (May 13, Ascension Day; June 3; Corpus Christi) or there is the Pentecost break (May 27).

### 3. Formalities

The entire seminar will take place in English.

The research paper will have a weight of 75% for the final mark of the entire module. The remaining 25% stem from the *Reading Course*. If you write the report together with other students, the evaluation of (mark for) the research paper will be the same for all members of each group.

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.

### 4. References

#### Gender Differences in Job Satisfaction

- Kaiser, L. C. (2007). Gender-job satisfaction differences across Europe: An indicator for labour market modernization. *International Journal of Manpower*, 28(1), 75-94.
- Perugini, C., & Vladislavljević, M. (2019). Gender inequality and the gender-job satisfaction paradox in Europe. *Labour Economics*, 60, 129-147.

#### Sector Effects on Job Satisfaction

- Kjeldsen, A. M., & Hansen, J. R. (2018). Sector differences in the public service motivation–job satisfaction relationship: exploring the role of organizational characteristics. *Review of Public Personnel Administration*, 38(1), 24-48.
- Sánchez-Sánchez, N., & Puente, A. C. F. (2021). Public versus private job satisfaction. Is there a trade-off between wages and stability?. *Public Organization Review*, 21, 47-67.

#### Trade Union Membership and Job Satisfaction

- Artz, B. (2010). The impact of union experience on job satisfaction. *Industrial Relations: A Journal of Economy and Society*, 49(3), 387-405.
- Blanchflower, D. G., & Bryson, A. (2020). *Job satisfaction over the life course* (No. w28206). National Bureau of Economic Research.

#### Job Changes and Job Satisfaction

- Chadi, A., & Hetschko, C. (2018). The magic of the new: How job changes affect job satisfaction. *Journal of Economics & Management Strategy*, 27(1), 23-39.
- Chadi, A., & Hetschko, C. (2021). How job changes affect people's lives—evidence from subjective well-being data. *British Journal of Industrial Relations*.

#### Works Councils and Job Satisfaction

- Bellmann, L., Hübler, O., & Leber, U. (2019). Works council and training effects on satisfaction. *Applied Economics Letters*, 26(14), 1177-1181.
- Grund, C., & Schmitt, A. (2011). Works councils, wages and job satisfaction. *Applied Economics*, 45(3), 299-310.

We will make these contributions available in Stud.IP.