

## **Reading Course: Topics in Personnel Economics (14202567)**

### **Summer Semester 2022**

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

The *Reading Course Topics in Personnel Economics* 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 lecturer and find ways of conveying the content of selected chapters to their fellow students in a manner they believe to be most suitable.

Individual students, or – depending on the number of participants – small groups of students, will prepare an assigned chapter or part of it. They will present its main content to all other course members. The format of the presentation is entirely 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.

To prepare the presentation, students work through the assigned chapter and comprehend its content and methodological approach. Furthermore, 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 to 30 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. In addition to giving the presentation, students have to hand in the material, such as slides or exercises, with which they complement the presentation. The type and extent of the material provided are also entirely up to the students.

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 *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 both courses together make up the module *Human Resource Management, Personnel Economics, and Organization B* (formerly *International HRM and Personnel Economics*).

## 2. Preliminary schedule

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. You will be registered automatically for the course in Stud.IP about a day after you have registered via PORTA. Since the first two weeks of the semester are reserved for teaching the 'Grundlagen-Modul' to first-semester Master-students, the *Reading Course* will commence in week 3.

Thursday, 21.04.2022, 09.00-11.00, Max-Weber-Raum, H 714, IAAEU (Campus II)  
Introduction to the module and the *Reading Course* and *Research Seminar*

Thursday, 28.04.2021: 09.00-11.00, Max-Weber-Raum, H 714, IAAEU (Campus II)  
09.00 – 10.00: *Reading Course*: Final assignment of chapters, determination of presentation dates, and further information.  
10.00 – 11.00: *Research Seminar* see separate announcement

Thursday, 05.05.2022, Max-Weber-Raum, H 714, IAAEU (Campus II)  
09.00 – 10.45: *Reading Course*: Preparing the presentation  
11.00 – 12.00: *Research Seminar*: see separate announcement

Thursday, 12.05.2022: 8.30 – 12.00, Max-Weber-Raum, H 714, IAAEU (Campus II)  
Presentations I

Thursday, 19.05.2021: 8.30 – 12.00, Max-Weber-Raum, H 714, IAAEU (Campus II)  
Presentations II

### 3. Formalities and further information

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 presentation will cover 25% and the material provided to support it the remaining 15%. The presentation represent the 'Studienleistung'. The remaining 60% of the evaluation of the module will result from the evaluation of the *Research Seminar*. If the presentation of the chapter is produced by a group of students, the 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](mailto:goerke@uni-trier.de) until Monday, April 25, 2022. This e-mail should contain information about the preferred members of the group (if applicable, and you want to work in a group) and the name(s) and student ID number(s). 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 is feasible, the assignment will be decided by drawing lots. The chapters of the book by Garibaldi will be made available in Stud.IP or on an individual basis.

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.