

Reading Course: Topics in Personnel Economics (14202567)

Summer Semester 2023

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*. The basic idea is that the students adopt the perspective of a lecture.

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. 10: Training Investment in Imperfect Labour Markets

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

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. Please note that this semester some Thursdays will not be available for meetings due to, for example, bank holidays.

Thursday, 04.05.2023, 09.00-12.00, Max-Weber-Raum, H 714, IAAEU (Campus II)
Introduction to the module and the *Reading Course* and *Research Seminar*.
Assignment of chapters & determination of presentation dates for the *Reading Course*.

Thursday, 11.05.2023, 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

Tuesday, 23.05.2023: 8.30 – 12.00, Max-Weber-Raum, H 714, IAAEU (Campus II)
Presentations I

Thursday, 25.05.2023: 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 remaining 60% of the evaluation of the module will result from the evaluation of the *Research Seminar*. If a group of students prepares the presentation of the chapter, 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 assign them on this basis, please draw up a list of chapter preferences from 1 (first preference) to 5 (chapter least desired), which you can hand over to me in the first meeting – if necessary. If you would like to work in a group of students, please also prepare accordingly – if possible. 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.