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Trier, 05.04.2016

Research Seminar: Personnel Economics (14202569) Summer Semester 2016

1. Content and organisation

The quality of a job is important for an employee's performance, for satisfaction with the job, job tenure, the returns from human capital investments, and a host of other aspects affecting employment relations. Job quality appears, at first sight, to be a very subjective concept. Moreover, the aspects which constitute 'quality' may vary across industrial relation systems, production processes or be affected by the content of the work to be done, for example. Against this background there have been attempts to construct indicators of job quality in recent years. In the *Research Seminar* the students will learn about various job quality indicators, their construction, informational content and suitability for evaluating the features of a job.

Seminar participants will be assigned to groups. Each group will focus on one particular indicator of job quality (for more detailed information see below). Each group will make two presentations and submit a written report at the end of the course. In the first presentation, the students will describe a specific indicator of job quality. This description should focus, inter alia, on the exact objective and scope of the indicator, the information it utilises, the manner in which it is calculated and (descriptive) evidence of the findings derived from the indicator. In the second presentation, the students will report on the use of the relevant indicator in research, the questions looked at and the findings obtained. In the written report to be handed in at the end of the course, the students will combine both aspects covered in their presentations. The students are free to emphasise other relevant aspects as well. For the written report it is important that the students focus on a well defined issue. It should have a length of 15 to 20 pages.

The *Research Seminar: Personnel Economics* can be taken independently of the *Reading Course: Topics in Personnel Economics*. However, the content of both courses is related and the dates will be closely co-ordinated. Moreover, the *Reading Course* and the *Research Seminar* together make up the modul *International HRM and Personnel Economics*.

2. Preliminary schedule

14.04.2016, 10.00-11.30, MWR	L. Goerke: Introduction to course, assignment to groups
21.04.2016,	no meeting, preparation of presentations (meeting of <i>Reading Course</i>)
28.04.2016,	no meeting, preparation of presentations (meeting of <i>Reading Course</i>)
05.05.2016,	Ascension
12.05.2016, 08.30-11.45, MWR	no meeting, preparation of presentations (meeting of <i>Reading Course</i>)
19.05.2016,	Pentecost
26.05.2016,	Corpus Christi
02.06.2016, 08.30-11.45, MWR	no meeting, preparation of presentations (meeting of <i>Reading Course</i>)
09.06.2016, 08.30-11.45, MWR	no meeting, preparation of presentations (meeting of <i>Reading Course</i>)
16.06.2016, 08.30-11.45, MWR	Presentation (2 groups)
23.06.2016, 08.30-11.45, MWR	Presentation (2 groups)
30.06.2016, 08.30-11.45, MWR	Presentation (2 groups)
07.07.2016, 08.30-11.45, MWR	Presentation (2 groups)
14.07.2016, 08.30-11.45, MWR	Presentation (2 groups)

25.07.2016: Written reports to be handed as PDF (send to goerke@uni-trier.de) and one printed copy (send to my secretary, Frau Hermanns).

MWR – Max-Weber-Raum (H 714), Campus II, IAAEU

3. Registration

Please register for the reading course via PORTA. Without such registration, it is not possible to participate. Please also send an email to my secretary (Frau Hermanns; hermanns@uni-trier.de) in which you include your name, the 'Matrikelnummer' and, if possible, preferences with respect to the other students you would like to form a group with. Please send this information as early as possible, but not later than April 12, 2016.

4. Formalities

The entire seminar will take place in English.

You will send the presentation (preferably as a PDF) at least 24 hours prior to the presentation to goerke@uni-trier.de. The written report will have a weight of 75% for the final mark. The remaining 25% will result from an evaluation of the presentations. The entire evaluation (mark) will be the same for all members of each group.

The assignment of students to groups will take place on April 14, 2016. Group size will depend on the overall number of participants. A group will consist of no less than 3 and preferably not more than 5 students. Preferences by students will be considered as far as possible. If no mutually agreeable assignment can be found, group allocation will be decided by drawing lots.

The different indicators of job quality will be allocated on the basis of the students' preferences. To be able to make this allocation, please have a look at the introductory text which will be made available in due course. Please send an email to goerke@uni-trier until April 30, 2016 at the latest in which you provide information about the members of the group (name and matriculation number) and a preference list of indicators. If the groups' preferences are such that no consistent allocation is feasible, the assignment will be decided by drawing lots.

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.

5. Information on job quality indicators

We will look at the four job quality indicators listed below. The references given below provide first information on the indicators' construction and use. The publications are made available in Stud.IP and should be used by the assigned groups of students as a starting point. The students are expected to find further sources and exploit the information contained therein.

- European Joq Quality Index by the European Trade Union Institute (Leschke et al., 2008)
- OECD Job Quality Framework (Cazes et al. 2015)
- ILO Indicators of Decent Work (ILO 2012)
- Eurofound: Job Quality in Europe, Eurofound (2012)

References:

Cazes, Sandrine, Hijzen, Alexander and Ann Saint-Martin (2015), Measuring and Assessing Job Quality: The OECD Job Quality Framework, OECD Social, Employment and Migration Working Papers, No. 174.

Eurofound (2012), Trends in Job Quality in Europe, Publications Office of the European Union, Luxembourg.

ILO (International Labour Office) (2012), Decent Work Indicators: Concepts and Definitions, ILO Manual (First Version), Geneva.

Leschke, Janine and Andrew Watt (2008), Putting a Number on Job Quality? Constructing a European Job Quality Index, European Trade Union Institute for Research, Education and Health and Safety – Working Paper 2008.03.