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Reading Course: Topics in Personnel Economics (14202567) Summer Semester 2017

1. Content and organisation

We will read selected chapters of Pietro Garibaldi's book *Personnel Economics in Imperfect Labour Markets*, published in 2006 by Oxford University Press. These chapters will be made available to students via Stud.IP. A small group of students (about 3 – 5 participants) will jointly prepare an assigned chapter. Its main content will be presented in a meeting. Subsequently, a discussion of the subject of the presentation will take place. The basic idea of this format is that the students adopt the perspective of a teacher/lecturer and find ways of conveying the content of the selected chapters in a manner they believe to be most suitable.

To prepare the presentation it is, first, required that the group of students works through the assigned chapter and comprehends its content and methodological approach. Second, it is expected that the students 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 should last at most 60 minutes. It is unlikely that the entire chapter can be presented. Hence, the presentation needs to focus on particularly relevant or important aspects. Subsequent to the presentation, the students will organise a discussion of some of the aspects they would like to examine in more detail with the rest of the course. The maximum time available for this part is 30 minutes.

The format of the presentation and discussion is completely 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. Therefore, the students are free, for example (!), to use innovative teaching techniques, assign homework or coursework, request other students to prepare material in advance or to include interactive components.

The *Reading Course Topics in Personnel Economics* can be taken independently of the *Research Seminar on 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 module *International HRM and Personnel Economics*.

2. Preliminary schedule

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|------------------------------|---|
| 20.04.2017, 08.30-10.30, MWR | L. Goerke: Introduction to course, assignment to groups |
| 27.04.2017 | no meeting, preparation of presentation |
| 04.05.2017 | no meeting, preparation of presentation |
| 11.05.2017, 08.30-11.45, MWR | Group 1: Chapter 3: The Hours-Employment Trade-off Group 2: Chapter 4: Temporary or Permanent? |
| 18.05.2017, 08.30-11.45, MWR | Group 3: Chapter 6: Optimal Compensation Schemes: Foundation Group 4: Chapter 7: Pay for Performance with Wage Constraints |
| 25.05.2017 | Ascension |
| 01.06.2017, 08.30-11.45, MWR | Group 5: Chapter 9: Training and Human Capital Investment Group 6: Chapter 10: Training Investment in Imperfect Labour Markets |
| 08.06.2017 | Pentecost |
| 15.06.2017 | Corpus Christi |
| 22.06.2017, 08.30-11.45 | Group 7: Chapter 11: Job Destruction Group 8: Chapter 12: Further Issues in Employment Protection Legislation |

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

3. Registration

Please register for the course via PORTA. Without such registration, it is not possible to participate.

4. Formalities

The entire reading course will take place in English.

You will send the presentation (preferably as a PDF) at least 24 hours prior to the relevant meeting to goerke@uni-trier.de. This written piece of work will have a weight of 75% for the final mark. The remaining 25% will result from an evaluation of the presentation as such and of the ensuing discussion. The entire evaluation (mark) will be the same for all members of the group which is assigned a chapter.

The assignment of students to groups will take place in the meeting on April 20, 2017. 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 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 email to goerke@uni-trier.de and hermanns@uni-trier.de until Monday April 18, 2017 at the latest. This email should contain information about the preferred members of the group if this is already possible (name and student ID number). Please also provide a list of chapter preferences running from 1 (first

preference) to 8 (chapter least desired). If the groups' preferences are such that no consistent allocation of chapters 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.