

Research Seminar: Personnel Economics (14202569)

Summer Semester 2025

1. Content and organisation

In a recent study, Grund and Tilkes (2023) analyse the correlation between working time mismatch, that is, a difference between actual and desired working hours, and job satisfaction. For that purpose the authors use data from the German Socio-Economic Panel (SOEP). In the *Research Seminar: Personnel Economics* students will replicate the main findings from Grund's and Tilkes' investigation. Moreover, they will extend the study, for example, with respect to the outcome variable (looking at other measures of well-being than job satisfaction), or other moderators (for example job switching behaviour or permanent contracts instead of time autonomy considered by Grund and Tilkes). For that purpose, the course organisers will provide the students with the relevant data from the SOEP. The students undertake the relevant estimations and summarise their findings in an essay. The course organisers will provide extensive guidance and advice.

The empirical study requires prior knowledge of basic concepts in econometrics and statistics and of suitable software packages, such as R or STATA.

Seminar participants can work individually or, preferably, in small groups. Each student/ group will focus on one particular extension, while all groups undertake the replication and extend the study with respect to the survey years considered. The essay should have a length of around 8-10 pages (without tables) if written individually and of about 12-15 (16-20) pages if written in a team of two (three) (without tables).

The *Research Seminar: Personnel Economics*, taught jointly by Theresa Geißler and Laszlo Goerke, can be taken independently of the *Reading Course: Topics in Personnel Economics*. However, the dates will be co-ordinated. 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. Its organisation will take place via Stud.IP. You will be registered automatically for the course in Stud.IP 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 and on some Thursdays during the semester there are either bank holidays or I have obligations elsewhere, the *Reading Course* will also have to take place on a few extra dates. In particular, we will start with a meeting in which we introduce the course in the second week of the semester. For details see below.

Thursday, 24.04.2025, 14.15-16.00, C 524 (Geißler & Goerke)

Introduction to the module and the *Reading Course* and *Research Seminar*.

Thursday, 08.05.2025, 08.30 – 11.45, C 3 (Geißler)

Introduction to empirical analysis and the data set

Thursday, 22.05.2025, C 3 (Geißler & Goerke)

08.30 – 09.30: *Reading Course*: see separate announcement

09.45 – 12.00: *Research Seminar*: How do I replicate a paper?
D'Ambrosio et al. (2018) as an example.

Thursday, 26.06.2025: 08.30 – 12.00, C 3 (Geißler)

Discussion of Grund and Tilkes (2023)

Thursday, 03.07.2025: 08.30 – 12.00, C 3 (Geißler, Goerke)

Presentation of first replication results and of possible extensions

Thursday, 10.07.2025: 08.30 – 11.00, C 3 (Geißler)

Questions and answers (paper preparation, estimation details, writing up)

Thursday, 17.07.2025: 08.30 – 12.00, C 3 (Geißler, Goerke)

Presentation of final replication results and of extensions

Thursday, 31.07.2025: 12.00: Deadline for handing in two printed copies of the research paper at the secretary's office, Frau Kessler, C 324, Campus I.

Please also send a PDF of the printed version to goerke@uni-trier.de and to geissler@uni-trier.de.

3. Formalities and further information

The entire *Research Seminar* will take place in English.

The essay describing the replication of Grund and Tilkes (2023) and of the extensions will have a weight of 60% for the final mark of the entire module. The remaining 40% will result from

the evaluation of the *Reading Course*. If a group of students writes the essay, the individual evaluations (marks) will be the same for all group members.

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

Grund, Christian and Katja Rebecca Tilkes (2023), Working Time Mismatch and Job Satisfaction – the Role of Employees’ Time Autonomy and Gender, *The International Journal of Human Resource Management*, 34(20), 4003-4025.

D'Ambrosio, Conchita, Clark, Andrew E. and Marta Barrazetta (2018), Unfairness at work: Well-being and quits, *Labour Economics*, 51, 307-316.

We will make these contributions available in Stud.IP.