

Research Seminar: Personnel Economics (14202569)

Summer Semester 2022

1. Content and organisation

In the *Research Seminar on Personnel Economics*, we will read published papers, which have had a substantial impact on subsequent research. The content is often but not always related to topics covered in the *Reading Course*. The students will write an essay about one such paper (see the list below), in which they summarise its content and place the analysis into the context of the literature. By doing so, the students should demonstrate their understanding of the research paper and their ability to comprehend and summarise subsequent research developments.

Individual students, or – depending on the number of participants – small groups of at most three students will read one paper and then present its main ingredients in a seminar meeting. Afterwards they will write the essay and submit it towards the end of the semester. The essay should have a length of 10 – 15 pages in case one student writes it. The suggested length of the essay rises by up to 5 pages per additional contributor.

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*).

The *Research Seminar* will be taught jointly by Laszlo Goerke and Yue Huang.

2. Preliminary schedule

Please register in PORTA for the course, such that we 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.

Weeks one and two of the semester are reserved for the 'Grundlagen-Modul' to Master-students who start their studies in the summer. Therefore, the *Research Seminar* will start in week 3.

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

Thursday, 28.04.2021: 09.00-11.00, Max-Weber-Raum, H 714, IAAEU (Campus II)
09.00 – 10.00: *Reading Course*: see separate announcement
10.00 – 11.00: *Research Seminar*: Allocation of papers, further information

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

Thursday, 02.06.2022: 09.00 – 11.00, Max-Weber-Raum, H 714, IAAEU (Campus II)
Information on how to present the paper and write the essay.

Thursday, 23.06.2022: 8.30 – 12.00, Max-Weber-Raum, H 714, IAAEU (Campus II)
Presentations I

Thursday, 30.06.2022: 8.30 – 12.00, Max-Weber-Raum, H 714, IAAEU (Campus II)
Presentations II

Thursday, 06.07.2022: by arrangement, Max-Weber-Raum, H 714, IAAEU (Campus II)
Discussion of essay preparation

Wednesday, 13.07.2022: 12.00: Deadline for handing in the essay at the secretary's office, Frau Hermanns, C 324, Campus I.

The exact dates may be changed in agreement with the participants' requirements. However, we will try to stay within the usual time slot (Thursday, 8.30 – 12.00).

3. Formalities and further information

The entire research seminar will take place in English.

The presentation of the paper will have a weight of 10% for the final mark of the entire module. The essay will have a weight of 50% for the final mark. The remaining 40% will result from the evaluation of the *Reading Course*. In the announcement for the *Reading Course* you will also find information about the 'Studienleistung'. If a group of students presents the paper and writes the essay, the individual evaluations (marks) will be the same for all group members.

The papers 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 until Monday, April 25, 2022. This e-mail should contain information about the preferred members of the group (if applicable), and the name(s) and student ID number(s). Please also provide a list of paper (topic) preferences running from 1 (first preference) to 5. The papers will be made available in Stud.IP.

The information contained in this document will occasionally be updated. The date at the top of page 1 indicates the most recent version.

Please hand in two printed copies of the essay and send a PDF of the printed version to goerke@uni-trier.de.

4. Topics and papers

Performance Pay and Productivity

Lazear, Edward P. (2000), Performance Pay and Productivity, *The American Economic Review*, Vol. 90(5), 1346-1361.

Job Satisfaction and Performance Pay

Green, Colin and John S. Heywood (2008), Does Performance Pay Increase Job Satisfaction?, *Economica*, Vol. 75(300), 710–728.

Job Satisfaction and Trade Unions

Borjas, George J. (1979), Job Satisfaction, Wages and Unions, *The Journal of Human Resources*, Vol. 14(1), 21–40.

Job Satisfaction and Commuting

Lorenz, Olga (2018), Does Commuting Matter to Subjective Well-being?, *Journal of Transport Geography*, Vol. 66, 180–199.

Commuting and Productivity

van Ommeren, Jos. N. and Eva Gutiérrez-i-Puigarnau (2011), Are Workers with a Long Commute less Productive? An Empirical Analysis of Absenteeism, *Regional Science and Urban Economics*, Vol. 41, 1–8.

Productivity and Working from Home

Bloom, Nicholas, Liang, James, Roberts, John and Zhichun J. Ying (2015), Does Working from Home Work? Evidence from a Chinese Experiment, *The Quarterly Journal of Economics*, Vol. 130(1), 165–218.

Work Motivation and Working from Home

Caillier, James G. (2012), The Impact of Teleworking on Work Motivation in a US Federal Government Agency, *The American Review of Public Administration*, Vol. 42(4), 461–480.

Severance Pay and Job Security

Lazear, Edward P. (1990), Job Security Provisions and Employment, *The Quarterly Journal of Economics*, Vol. 105(3), 699-726.