



6,266: Personnel Economics

Subject information

ECTS-Credits: 3

Attached courses

Timetable	Language	Lecturer
6,266,1.00 Personnel Economics	English	Benesch Christine

Course information

Course prerequisites

Solid background in microeconomics.

Course content

This course provides an introduction to personnel economics, the analysis of organizations and human resource management from an economist's point of view. We will analyze basic questions about the selection of employees and the optimal provision of incentives within organizations. We will extend the framework to non-standard preferences and integrate recent insights from behavioral economics.

The following topics will be covered:

- Background: asymmetric information and incomplete contracts
- Recruiting mechanisms
- Training strategies
- Efficient compensation
- Motivation and incentives

Course structure

Lectures with integrated exercises.

Course literature

The course will be based on chapters from the following two textbooks. Additional compulsory literature for each topic will be assigned in class and will be available on StudyNet.

Lazear, Edward P. and Michael Gibbs (2009). *Personnel Economics in Practice*. 2nd ed. Hoboken, N.J.: John Wiley & Sons.

Milgrom, Paul R. and John Roberts (1992). *Economics, Organization, and Management*. Englewood Cliffs, N.J.: Prentice-Hall.

Course additional information

Information about the Examination

Examination type

decentral - Group examination paper (20%)

Examination aids

no regulation necessary

No rules for examination aids are required for this examination.

- For written examinations at home (term paper), courses without credits, etc., no specific rules for examination aids are required.
- The regulations of the University of St. Gallen and the rules of academic work (sources and aids must always be identified) are applicable in a subsidiary fashion.
- All written work must be accompanied by a declaration of authorship.

Question language: **English**

Answer language: **English**

central - Written examination (80%, 60 mins.)

Comment: A pocket calculator is required.

Examination aids

Closed Book

The following rules apply to all examinations irrespective of requirements and use:

- A simple pocket calculator is admissible (for the definition of simple pocket calculators incapable of communication, cf. general regulations concerning examination aids of 14 December 2010 and note the "Pocket calculators" fact sheet). Any other EDP and electronic means of communication such as notebooks, PDAs and mobile telephones, etc., are inadmissible.
- A bilingual dictionary (without handwritten notes) may be used if the examination questions and/or answers are not in the candidate's native language. Electronic dictionaries are inadmissible.
- The procurement of these examination aids is exclusively the students' responsibility.
- No other examination aids are admissible.

Question language: **English**

Answer language: **English**

Examination content

The group examination paper will consist of two take-home assignments which can be completed in groups of 1 to 3 students. Detailed assignments and deadlines will be announced in class.

The written exam will cover the entire content of the lectures, the assignments, the compulsory literature specified in the syllabus and the slides which will be posted on StudyNet until 21.05.2013, 23:59. Additional literature mentioned in the syllabus is only covered on the exam to the extent discussed in class.

Exam-relevant literature

- Compulsory literature specified in the syllabus
- Slides
- Assignments

Attention please:

We would like to point out to you that this fact sheet has absolute priority over other information such as StudyNet, faculty members' personal databases, information provided in lectures, etc.

When will the fact sheets become binding?

Information about courses and examination type (central/decentral and grading form): from the start of the bidding process on 24 January 2013

Information about decentral examinations (examination aids, examination content, exam-relevant literature): after the 4th semester week on 18 March 2013

Information about central examinations (examination aids, examination content, exam-relevant literature): from the start of the enrolment period for the examinations on 8 April 2013

Please look at the fact sheet once more after these deadlines have expired.