



Course and Examination Fact Sheet: Spring Semester 2014

6,266: Personnel Economics

ECTS credits: 3

Overview examination/s

(binding regulations see below)

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

Decentral - Group examination paper (20%)

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 apply various microeconomic tools to the study of human resource topics and 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. Lectures will be based on textbook chapters as well as on recent economic research and, both, theoretical models and empirical studies will be discussed

The following topics will be covered:

- Background: asymmetric information and incomplete contracts
- Recruiting standards and mechanisms
- 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.

Additional course information

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Examination information



Examination part/s

1. Examination part (1/2)

Examination time and form

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

Remark

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Examination-aid rule

Extended Closed Book

The use of aids is limited; any additional aids permitted are **exhaustively** listed under "Supplementary aids". Basically, the following is applicable:

- At such examinations, all the pocket calculators of the Texas Instruments **TI-30** series and bilingual dictionaries without hand-written notes are admissible. Any other pocket calculator models and any electronic dictionaries are inadmissible.
- In addition, any type of communication, as well as any electronic devices that can be programmed and are capable of communication such as notebooks, tablets, PDAs, mobile telephones and others, are inadmissible.
- Students are themselves responsible for the procurement of examination aids.

Supplementary aids

None.

Examination languages

Question language: English

Answer language: English

2. Examination part (2/2)

Examination time and form

Decentral - Group examination paper (20%)

Remark

2 group assignments

Examination-aid rule

Term papers

- Term papers must be written without anyone else's help and in accordance with the known quotation standards, and they must contain a declaration of authorship.
- The documentation of sources (quotations, bibliography) has to be done throughout and consistently in accordance with the APA or MLA standards. The indications of the sources of information taken over verbatim or in paraphrase (quotations) must be integrated into the text in accordance with the precepts of the applicable quotation standard, while informative and bibliographical notes must be added as footnotes (recommendations and standards can be found, for example, in METZGER, C. (2010), *Lern- und Arbeitsstrategien* (11. Aufl.). Aarau: Sauerländer).
- For any work written at the HSG, the indication of the page numbers both according to the MLA and the APA standard is never optional.
- Where there are no page numbers in sources, precise references must be provided in a different way: titles of chapters or sections, section numbers, acts, scenes, verses, etc.
- For papers in law, the legal standard is recommended (by way of example, cf. FORSTMOSER, P., OGOREK R. und VOGT H. (2008), *Juristisches Arbeiten: Eine Anleitung für Studierende* (4. Auflage), Zürich: Schulthess, or the recommendations of the Law School).

Supplementary aids

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Examination languages

Question language: English



Answer language: English

Examination content

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

The written exam will cover the content of the lectures specified in the syllabus, the assignments, the compulsory literature specified in the syllabus and the slides which will be posted on StudyNet until 19.05.2014, 23:59. Additional literature mentioned in the syllabus is only covered on the exam to the extent discussed in class.

Examination relevant literature

- Compulsory literature specified in the syllabus
- Slides
- Assignments

All materials will be posted on StudyNet until 19.05.2014, 23:59.

Please note

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 time (central/decentral and grading form): from the start of the bidding process on 23 January 2014
- Information about decentral examinations (examination-aid rule, examination content, examination relevant literature): after the 4th semester week on 17 March 2014
- Information about central examinations (examination-aid rule, examination content, examination relevant literature): from the start of the enrolment period for the examinations on 7 April 2014

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