

# ESM Seminar

## Topic: Personnel Economics

Max Thon

Winter term 2021/2022

### 1 Content

The seminar is paper-based and investigates the field Personnel Economics . Personnel Economics studies the selection and motivation of employees.<sup>1</sup>

Your task in the seminar will be to write a thesis/paper about your assigned topic and to present this thesis during the seminar. The kick-off meeting is scheduled for the 7th of October (11 am), 2021.

### 2 Important dates and registration

#### Application

You have to apply for the seminar via KLIPS 2.0 during the first registration period (1. Belegungsphase) until August 10, 2021 and during the second registration period (2. Belegungsphase) from September 02, 2021 until September 23, 2021. Since the number of participants is limited, we cannot guarantee your participation in the seminar.

#### Exam registration and assignment of topics

Please take a look at the topics listed in the literature section. Please send an email containing your preferences to [Max Thon](#) and in CC to [Christoph von Helden](#) until the 11th of October, 2021 (midnight). You should choose at least three different topics and outline your preferences in descending order, i.e. begin with the topic you like most. Note that you need to register for the exam on Klips 2.0 until the 18th of October, 2021 (the registration period will start on the 7th of October). If you miss to register on Klips 2.0 you will not be able to take part in the seminar.

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<sup>1</sup>In a way, *'is the economist's 'take' on Human Resource Management'* (Kuhn, 2018).

## **Deadline seminar thesis**

The thesis must be handed in by December 10, 2021. Please note that you need to hand in an electronic version as well as a hard copy of your thesis.

## **Presentations**

The seminar is held on January 20 and 21, 2022. The presentations are scheduled as an in person event. However, depending on the development of the corona pandemic we may switch to an electronic format.

If you require further information please feel free to contact Max Thon ([m.thon@wiso.uni-koeln.de](mailto:m.thon@wiso.uni-koeln.de)).

### 3 Topics

#### Section 1: Competition in the Workplace

**Topic 1** Blanes i Vidal, Jordi, and Mareike Nossol. "Tournaments without prizes: Evidence from personnel records." *Management science* 57, no. 10 (2011): 1721-1736.

**Topic 2** Niederle, Muriel, and Lise Vesterlund. "Do women shy away from competition? Do men compete too much?." *The quarterly journal of economics* 122, no. 3 (2007): 1067-1101.

#### Section 2: Employee Selection

**Topic 3** Lazear, Edward. "Performance Pay and Productivity." *American Economic Review* 90, no. 5 (2000): 1346-1361.

**Topic 4** Lazear, Edward P., Kathryn L. Shaw, and Christopher Stanton. "Making do with less: working harder during recessions." *Journal of Labor Economics* 34, no. S1 (2016): S333-S360.

#### Section 3: Cooperation in the Workplace

**Topic 5** Mas, Alexandre, and Enrico Moretti. "Peers at work." *American Economic Review* 99, no. 1 (2009): 112-45.

**Topic 6** Hamilton, Barton H., Jack A. Nickerson, and Hideo Owan. "Team incentives and worker heterogeneity: An empirical analysis of the impact of teams on productivity and participation." *Journal of Political Economy* 111, no. 3 (2003): 465-497.

**Topic 7** Babcock, Linda, Maria P. Recalde, Lise Vesterlund, and Laurie Weingart. "Gender differences in accepting and receiving requests for tasks with low promotability." *American Economic Review* 107, no. 3 (2017): 714-47.

#### Section 4: Non linear incentives

**Topic 8** Peter J. Kuhn & Lizi Yu, 2021. "Kinks as Goals: Accelerating Commissions and the Performance of Sales Teams," NBER Working Papers 28487, National Bureau of Economic Research, Inc.