

Course literature Personnel Economics

The course is based on selected chapters of the book by Lazear and Gibbs (2014). The chapters will be complemented by selected journal articles which will be made available through Athena.

LG: Lazear, E., and M. Gibbs (2014): *Personnel Economics in Practice*, 3rd Edition, Wiley (ISBN: 978-1-18-20672-0).

Additional literature used in the course:

Joshua Angrist and Jörn-Steffen Pischke: "Mostly Harmless Econometrics", Princeton University Press, 1st edition, 2008.

Babcock, Linda, Maria P. Recalde, Lise Vesterlund, and Laurie Weingart. (2017), "Gender Differences in Accepting and Receiving Requests for Tasks with Low Promotability." *American Economic Review*, 107 (3): 714-47.

Backes-Gellner, U. (2004), *Personnel Economics: An Economic Approach to Human Resource Management*, management revue, Rainer Hampp Verlag, vol. 15(2), pages 215-227.

Bertrand, M., and Mullainathan, S. (2004), Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination. *The American Economic Review*, 94(4), 991-1013

N. Bloom, Benn Eifert, David McKenzie, Aprajit Mahajan and John Roberts (2013) "Does management matter: evidence from India," *Quarterly Journal of Economics*.

Breuer, K. and Kampkoetter, P. (2013), Determinants and effects of intra-firm trainings: evidence from a large German company, *J Bus Econ* (2013) 83: 145.

De Grip, A. (2015), The importance of informal learning at work. *IZA World of Labor* 2015: 162 doi: 10.15185/izawol.162

De Grip, A. and Sauermann, J. (2012), The Effects of Training on Own and Coworker Productivity: Evidence from a Field Experiment. *The Economic Journal*, 122: 376-399.

Grund, C., A. Bryson, R. Dur, C. Harbring, A. Koch, and E. Lazear (2017), *Personnel economics: A research field comes of age*, *German Journal of Human Resource Management*, 31(2),101-107.

Firpo, S. (2017), Identifying and measuring economic discrimination. *IZA World of Labor* 2017: 347 doi: 10.15185/izawol.347

Goldin, Claudia, and Cecilia Rouse. (2000), "Orchestrating Impartiality: The Impact of "Blind" Auditions on Female Musicians." *American Economic Review*, 90 (4): 715-741.

Gneezy, U. and A. Rustichini, (2000), "Pay Enough or Don't Pay at All" *Quarterly Journal of Economics* 115(3) (August 2000): 791-810.

Takao Kato, Naomi Kodama (2017), *Women in the Workplace and Management Practices: Theory and Evidence*, IZA DP No. 10788.

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

Lazear, E., and K. Shaw (2007), Personnel Economics: The Economist's View of Human Resources, *Journal of Economic Perspectives*, 21(4), 91-114.

Levitt and List (2011), Was There Really a Hawthorne Effect at the Hawthorne Plant? An Analysis of the Original Illumination Experiments," *American Economic Journal: Applied Economics*, Vol. 3(1), pp. 224-38.

Oyer, P., and S. Schaefer (2011), Personnel Economics: Hiring and Incentives, In: D. Card and O.

Ashenfelter (eds.), *Handbook of Labor Economics*, Volume 4, Part B (Chapter 20), Elsevier, 1769-1823.

Sarsons H. (2017), Recognition for GroupWork: Gender Differences in Academia. *American Economic Review: Papers and Proceedings*. 2017;107 (5) :141-145.

Sauermann, J. (2016), Performance measures and worker productivity. *IZA World of Labor* 2016: 260 doi: 10.15185/izawol.260.

Sheremeta, R. (2016), The pros and cons of workplace tournaments. *IZA World of Labor* 2016: 302 doi: 10.15185/izawol.302.

Smith, J. (2018), The usefulness of experiments. *IZA World of Labor* 2018: 436 doi: 10.15185/izawol.436.