
Master-Seminar Summer Semester 2020

Diversity in Labor Markets

How to apply:

- Name of seminar: Aktuelle Fragen der Personal- und Organisationsökonomik
- Application deadline: 10th January 2020
- The application process runs via <https://flip.wiwi.uni-wuerzburg.de/> with uploading a current transcript of record and an overview of all exams you will be taking this semester.

Time Schedule:

- Thursday, April 30th, 2020: Kick-off meeting and topic assignment
- Friday, July 10th, 2020: hand in the preliminary version of your seminar paper
- Friday, July 24th, 2020: hand in the final version of the seminar paper

Block Seminar

during the week of July 13th to July 17th 2020

(exact time and room to be announced)

The number of participants is limited to 14 **students**.

The total grade of the seminar comprises a mark for the seminar paper and a mark for the block seminar (presentation of your paper, presented comments to another paper, and discussion)

The seminar will be held in English.

List of Topics

1	Changes in diversity indicators in the German labor market Bundesagentur für Arbeit (2019): Die Arbeitsmarktsituation von Frauen und Männern 2018, Nuremberg (https://statistik.arbeitsagentur.de/Statischer-Content/Arbeitsmarktberichte/Personengruppen/generische-Publikationen/Frauen-Maenner-Arbeitsmarkt.pdf) Some sectors in Germany such as for example large manufacturing firms still have low share of females, older employees and non-Germans. Which other sectors have a more than proportional shares of these minorities? What may be the mechanisms behind these sector differences?
2	What are possible mechanisms between diversity and employee outcomes? Joshi, A., Liao, H., and Roh, H. (2011) Bridging domains in workplace demography research: A review and reconceptualization, <i>Journal of Management</i> , 37(2): 521–552. A large number of papers looks at different influence channels between employee demography and employee outcomes – the empirical evidence however mainly is based on case studies and therefore not always convincing.
3	Diversity at the workplace makes a difference on tenure Leonard, J. S., and Levine, D. I. (2006) The effect of diversity on turnover: A large case study, <i>Industrial and Labor Relations Review</i> , 59(4): 547–572.. Diversity induces employees to quit even earlier at high employee turnover workplaces – advantages and disadvantages of case studies
4	How are diversity and productivity related to each other? Trax, M., Brunow, S., and Südekum, J. (2015) Cultural diversity and plant-level productivity, <i>Regional Science and Urban Economics</i> , 53: 85–96. Parrotta, P., Pozzoli D. and Pytlikova, M. (2014) Labor diversity and firm productivity, <i>European Economic Review</i> , 66: 144–179. Diversity effects on productivity might depend on the diversity dimension and on how you measure productivity effects
5	Do migrants reduce employment and earnings of Germans? Glitz (2012) The Labor Market Impact of Immigration: A Quasi-Experiment Exploiting Immigrant Location Rules in Germany, <i>Journal of Labor Economics</i> 30(1), 175-213. Increasing immigrant labor market participation stokes fears of job loss and earnings reductions for native Germans. Are these fears warranted?
6	Tenure effects of similarity and diversity Hirsch, Jahn, Zwick (2019) Birds, Birds, Birds: Co-worker Similarity, Workplace Diversity, and Voluntary Turnover, <i>British Journal of Industrial Relations</i> , early view Employees stay longer at a workplace if their colleagues are similar to them, workplace diversity however does not have a large impact on their tenure. Do employees therefore have problems with diversity?

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Does diversity drive innovation?

Backes-Gellner, Veen (2013) Positive effects of ageing and age diversity in innovative companies – large-scale empirical evidence on company productivity, *Human Resource Management Journal* 23(3), 279-295.

Many practitioners claim that innovations are the prime example for positive consequences of diversity. The empirical evidence for the business case diversity seems less overwhelming, however.