

Master-Seminar Summer Semester 2021

Atypical Employees in the Labor Market

How to apply:

- Name of seminar: Aktuelle Fragen der Personal- und Organisationsökonomik
- Application deadline: 10th January 2021
- 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:

- Wednesday, April 21st, 2021: Kick-off meeting and topic assignment
- Friday, June 25th, 2021: hand in the preliminary version of your seminar paper
- Friday, July 9th, 2021: hand in the final version of the seminar paper

Block Seminar

during the week of June 28th to July 2nd, 2021
(exact time and room to be announced)

The number of participants is limited to 12 **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	<p>Changes in integration of marginal groups in the German labor market</p> <p>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</p> <p>Some employers and sectors in Germany have a much lower share of marginal employees such as disabled, females, older employees and non-Germans than others. What may be the mechanisms behind these differences?</p>
2	<p>What are possible mechanisms between integration of marginal employee groups and employee outcomes?</p> <p>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.</p> <p>A large number of papers look 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.</p>
3	<p>Labor market participation of disabled employees is hardly visible in Germany</p> <p>Antoni, M., A. Ganzer and P. Vom Berge (2019): Sample of integrated labour market biographies regional file (SIAB-R) 1975-2017, FDZ-Datenreport 04/2019, Nuremberg</p> <p>Employees in workshops for disabled people and disabled people in regular jobs are hard to identify in official statistics. Is it political will to disguise their labour market contribution?</p>
4	<p>What drives old individuals to work after retirement?</p> <p>Lorenz, S. and Zwick, T. (2020): Money also is sunny in a retiree’s world, ZEW Discussion Paper 20-056, Mannheim</p> <p>Is labor market participation after retirement driven by financial necessity or self-actualization? How can the attractiveness of work after retirement be increased?</p>
5	<p>How to improve productivity of atypical apprentices?</p> <p>Campbell, J., E. Thomson and H. Pautz (2011): Apprenticeship training in England: Closing the gap?, <i>Journal of Contemporary European Studies</i> 19 (3), 365-378.</p> <p>Female apprentices in male-dominated occupations and old apprentices frequently fare worse on the labor market than their mainstream colleagues. What can be done about labor market segmentation?</p>
6	<p>Are there negative consequences of more diversity for majority employees?</p> <p>Hirsch, B., Jahn, E. and Zwick, T. (2020): Birds, birds, birds: co-worker similarity, workplace diversity and job switches, <i>British Journal of Industrial Relations</i> 58(3), 690-718.</p> <p>Employees with majority characteristics may not appreciate higher shares of colleagues with minority characteristics and leave their employer.</p>