
Master-Seminar Winter Semester 2023/2024

Atypical Employees in the Labor Market

How to apply:

- Name of seminar: Advanced Seminar: Topics in Personnel Economics and Organizational Theory
- Application deadline: 25th June 2023
- The application process runs via <https://flip.wiwi.uni-wuerzburg.de/>. Please upload your current transcript of record and an overview of all exams you will be taking this semester.

Time Schedule:

- Wednesday, October 25th, 2023: Kick-off meeting and topic assignment
- Friday, January 12th, 2024: hand in the preliminary version of your seminar paper
- Friday, January 26th, 2024: hand in the final version of the seminar paper

Block Seminar

during the week of January 15th to January 19th, 2024

(exact time and room to be announced)

The number of participants is limited to 12 **students**.

The 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 integration of marginal groups in the German labor market Bundesagentur für Arbeit (2023): Die Arbeitsmarktsituation von Frauen und Männern 2022, Nuremberg 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. Diversity increases but some employers remain remarkably homogeneous. What may be the mechanisms behind the descriptive differences?
2	What are possible mechanisms between integration of marginal employee groups 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. Many papers look at different channels between employee demography and employee outcomes – the empirical evidence however mainly is based on case studies and therefore not always convincing.
3	Labor market participation of disabled employees – human right vs economic realities? Ilo, OECD (2018): Labour market inclusion of people with disabilities, conference paper, Buenos Aires. Should disabled people enforce their human right to work in the regular labour market or should they settle with a job in workshops for disabled people instead? What measures are effective in obtaining an integrative labour market for disabled people?
4	What drives old individuals to work after retirement? Lorenz, S. and Zwick, T. (2021): Money also is sunny in a retiree’s world, <i>Journal for Labour Market Research</i> , 55(21). Is labor market participation after retirement driven by financial necessity or self-actualization? How can the attractiveness of work after retirement be increased?
5	How does the share of similar people influence your work experience? The case of token women and other strong minorities Kanter, R. (1977): Some Effects of Proportions on Group Life: Skewed Sex Ratios and Responses to Token Women, <i>American Journal of Sociology</i> 82 (5), 965-990. Some people are a token in their work environment. This means they visibly differ from most other colleagues. Their status may have sweeping positive but also negative effects on their work experience.

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Are there negative consequences of more diversity for majority employees?

Hirsch, B., Jahn, E. and Zwick, T. (2020): Birds, birds, birds: co-worker similarity, workplace diversity and job switches, *British Journal of Industrial Relations* 58(3), 690-718.

Employees with majority characteristics may not appreciate higher shares of colleagues with minority characteristics and leave their employer.