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**Master-Seminar Winter Semester 2024/2025**

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**Atypical Employees in the Labor Market**

**How to apply:**

- Name of seminar: Aktuelle Fragen der Personal- und Organisationsökonomik
- Application deadline: 6<sup>th</sup> June 2024
- 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 23<sup>rd</sup>, 2024: Kick-off meeting and topic assignment
- Friday, January 10<sup>th</sup>, 2025: hand in the preliminary version of your seminar paper
- Friday, January 24<sup>th</sup>, 2025: hand in the final version of the seminar paper

**Block Seminar**

during the week of January 13<sup>th</sup> to January 17<sup>th</sup>, 2025

(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

<b>1</b>	<b>Changes in integration of marginal groups in the German labor market</b>  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?
<b>2</b>	<b>How can disabled employees be integrated in the workplace?</b>  Beatty, J., Baldrige, D., Boehm, S. and Kulkami, M. (2018): On the treatment of persons with disabilities in organizations: A review and research agenda, <i>Human Resource Management</i> , 58: 119–137.  What are the drivers of the treatment of disabled employees in the workplace? How can the integration of employees with disabilities be measured and what are alternatives?
<b>3</b>	<b>Labor market participation of disabled employees – human right vs economic realities?</b>  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 public measures are effective in obtaining an integrative labour market for disable people?
<b>4</b>	<b>What drives old individuals to work after retirement?</b>  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?
<b>5</b>	<b>How does the share of similar people influence your work experience? The case of token women and other strong minorities</b>  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.

<b>6</b>	<p data-bbox="256 76 1426 114"><b>Are there negative consequences of more diversity for majority employees?</b></p> <p data-bbox="256 159 1453 264">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 data-bbox="256 315 1469 383">Employees with majority characteristics may not appreciate higher shares of colleagues with minority characteristics and leave their employer.</p>
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