Master-Seminar Summer Term 2017

How employers shape the career of employees

How to apply:

- The application process runs via **SB@home** until January 8th, 2017 (Seminar: Aktuelle Fragen der Personal- und Organisationsökonomik)
- **In addition** to that, applicants that have assigned priority 1 to our seminar will have to submit a current transcript of records, and an overview of all exams they will be taking this semester via e-mail to: pundohiwi@uni-wuerzburg.de

Time Schedule:

- Wednesday, May 3rd, 2017: Kick-off Meeting and topic assignment
- Friday, June 16th, 2017: hand in the preliminary version of your seminar paper
- Friday, July 7th, 2017: hand in the final version of the seminar paper

<table>
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<th>Block Seminar</th>
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<td>during the week of June 26th to June 30th 2017</td>
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The number of participants is limited to 14 students.
The total grade of the seminar comprises a mark for the seminar paper (50%) and a mark for the block seminar (presentation of your paper, presented comments to another paper, and discussion)

Please find below a list of course topics and a short description of the assignments for each topic as a starting point in due course. Further literature research is recommended and expected.

The seminar will be held in English.
Wichtiger Hinweis für Studierende unter der Prüfungsordnung vom 26.03.2014:

Wichtiger Hinweis für Studierende unter der Prüfungsordnung vom 10.07.2013 und älterer Prüfungsordnungen:
Für die Verbuchung der Seminarnote ist das vorherige Bestehen der Klausur „Anreize in Organisationen“ (12-M-AO) notwendig."

Examples of possible topics:
1. Employers send their employees into early retirement when there is a decline in labour demand

2. Employers send their employees into early retirement when they have seniority wages
   Frimmel, Wolfgang; Horvat, Thomas; Schnalzenberger, Mario and Winter-Ebmer, Rudolf (2015), Seniority Wages and the Role of Firms in Retirement, IZA Discussion Paper 9192, Bonn.

3. Better match of inventors to employers when they are recruited via employee networks

4. Can inventors increase their productivity by switching to another employer?

5. Matching of high productivity employers and employees
   Haltiwanger, John; Lane, Julia; Spletzer, James (1999), Productivity Differences across Employers: The Roles of Employer Size, Age, and Human Capital, American Economic Review 89(2), 94-98.

6. Assortative matching drives the wage position of workers
   Card, David; Heining, Jörg; Kline, Patrick (2013), Workplace Heterogeneity and the Rise of West German Wage Inequality, Quarterly Journal of Economics 128 (3), 967-1015.