

## Master-Seminar Summer Term 2017

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# How employers shape the career of employees

### How to apply:

- The application process runs via **SB@home** until January 8<sup>th</sup>, 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](mailto:pundohiwi@uni-wuerzburg.de)

### Time Schedule:

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

### **Block Seminar**

during the week of June 26<sup>th</sup> to June 30<sup>th</sup> 2017

(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 (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:  
Für die Verbuchung der Seminarnote ist das vorherige Bestehen zumindest einer der beiden Klausuren „Anreize in Organisationen“ (12-M-AO) oder „Human Resource Management und Industrielle Beziehungen“ (12-M-HRM) notwendig.

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  
Hutchens, Robert (1999), Social Security Benefits and Employer Behavior: Evaluation Social Security Early Retirement Benefits as a Form of Unemployment Insurance, *International Economic Review* 40 (3), 659-678.
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  
Nakajima, Ryo, Ramura, Ryuichi; Hanaki, Nobuyuki (2010), The Effect of Collaboration Network on Inventors' Job Match, Productivity and Tenure, *Labour Economics* 17(4), 723-734.
4. Can inventors increase their productivity by switching to another employer?  
Hoisl (2007), "Tracing Mobile Inventors – The Causality between Inventor Mobility and Inventor Productivity", *Research Policy* 36, 619-636.
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.