

Master-Seminar Winter Term 2016-2017

Personnel managers as gate keepers

How to apply:

- The application process runs via **SB@home** until June 9th (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, October 26th, 2016: Kick-off Meeting and topic assignment
- Wednesday, December 21st, 2016: hand in the preliminary version of your seminar paper
- Friday, January 20th, 2017: hand in the final version of the seminar paper

Block Seminar

during the week of January 9th to January 13th 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."

Selected Topics:

1. Which characteristics of personnel managers might influence the selection decision for vacancies? Theory.
2. Which characteristics of personnel managers influences the selection decision for vacancies? Empirical evidence.
3. The predictive value of different personnel selection methods.
4. What makes a good match? What characteristics should be taken into account for which job?
5. The matching theory and information asymmetries on both labour market sides.
6. When does it make sense to screen instead of using signals?

The definite number of topics offered varies dependent on the number of seminar participants in order to guarantee that all students get one of their favourite choices. Participants will be asked to determine a list of their three favourite topics before the topic allocation is made. The topics will also be supplemented with a literature reference in order to support an efficient start with the work on the seminar paper.