

# Personnel Economics

MA ECON AM MAM PERSECON



## Content and learning outcome

**Content** From the view of personnel economics, efficiency of the firm can be enhanced by providing appropriate incentives, by matching employees to positions they fit and by investments in human capital. This course deals with advanced wage theories and it addresses employees' motivation. In addition, it covers career theoretical aspects pertinent to the allocation of employees within the firm.

**Learning outcome** The Students obtain an understanding of (1) how employees react to an employer's personnel politics and (2) how an employer should choose his personnel politics in order to generate efficient incentives and an efficient internal allocation of employees. Students also learn to analyze and critically discuss empirical findings of both field and experimental studies.

## Teaching and learning methods

Type of course/ learning methods	Topic	Language of instruction	Group size	Contact time	Workload [h]
Lecture	Personnel Economics	English	30	4 hours	60
Self-study					165

## Prerequisites

<b>obligatory</b>	none
<b>recommended</b>	Basic Module <i>Microeconomics</i>

## Degree program allocation

Study Program/Study Field/Module Number/Lecture Number	obligatory/ elective	Semester
Economics (M.Sc.)/Management and Applied Microeconomics / 332123014/332023014	elective	3 <sup>rd</sup>
Export (332192314/332023014)		

## Requirements for the awarding of credit points (ECTS)

Requirements for the awarding of credit points (ECTS)		Credits
<b>Prerequisites for participation</b>	none	7,5 CP
<b>Types of Assessment</b>	Written or oral exam or term paper (graded, 100%)	
<b>Examination language</b>	English	

Course Cycle	Workload	Duration
Winter term <input checked="" type="checkbox"/> Winter and Summer term <input type="checkbox"/> Summer term <input type="checkbox"/>	225 h	1 Term

## Module coordination

<b>Teaching person</b>	See <a href="https://basis.uni-bonn.de">https://basis.uni-bonn.de</a>
<b>Module coordinator</b>	Prof. Dr. Matthias Kräkel
<b>Institute/Department</b>	Department of Economics

## Further Information

<b>Literature</b>	The recommended literature will be announced at the beginning of the course.
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\* export into other study programs is only possible if contract between faculties exists