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## Lecture

### **Organisation**

Winter Semester 2017/18

#### **1. Overview**

This Master course in “Organisation“ is part of the module “Human Resources Management and Organization” which belongs to the MSc General Management program of the Private University of Applied Science (PFH). Throughout the entire course, we analyze selected topics from an *economic* and *scientific* perspective. This means that we first specify the problem, develop theoretical solutions afterwards and finally discuss the respective empirical evidence. Regarding the course’s contents, we focus exclusively on problems within organizations and analyze the *behavior* of managers as well as employers in different settings. The table of contents (see below) gives you a broad overview.

#### **2. Meetings**

The course consists of 12 lectures à 90 minutes which will be held on four days:

Friday, 03.11.2017	10:15-11:45, 13:00-14:30, 14:45-16:15	Room tba
Saturday, 04.11.2017	10:15-11:45, 13:00-14:30, 14:45-16:15	Room tba
Friday, 01.12.2017	10:15-11:45, 13:00-14:30, 14:45-16:15	Room tba
Saturday, 02.12.2017	10:15-11:45, 13:00-14:30, 14:45-16:15	Room tba

### 3. Contents

The course is structured as follows. Note that all contents are subject to changes even after the course has started.

#### 1. Foundations

#### Part I: The Manager's Behavior with Hidden Information Problems

#### 2. Screening

#### 3. Signaling

#### Part II: The Manager's Behavior with Hidden Action Problems

#### 4. Pay for Performance

#### 5. Monitoring

#### 6. Social Preferences

#### 7. Teamwork

#### Part III: The Manager's Behavior with Hidden Action & Hidden Information Problems

#### 8. Promotions

#### 9. Seniority

### 4. References

The course is based on the following books / studies:

Cahuc, Pierre, Stéphane Carcillo und André Zylberberg (2014): Labor Economics, 2<sup>nd</sup> Edition, MIT press.

Greenberg, Jerald (2011): Behavior in Organizations, 10<sup>th</sup> Edition, Pearson Education Limited.

Lazear, Edward P. (1998): Personnel Economics for Managers, John Wiley & Sons.

Lazear, Edward P. und Michael Gibbs (2009): Personnel Economics in Practice, 2<sup>nd</sup> Edition, John Wiley & Sons.

Robbins, Stephen P. und Timothy A. Judge (2016): Organizational Behavior, 17<sup>th</sup> Global Edition, Pearson Education Limited.

Further readings will be announced during the course.

## 5. Grades

There will be an exam in January. The grade of the exam determines the overall grade of the course. Please note that *all* contents of the course are relevant for the exam. Further details will be provided in our last meeting.

There is, however, a precondition for the participation at the exam. Students are required to present their homework, which will need to be completed before the meeting in December. The task for this homework is to find practical examples that are related to the following course topics:

- Screening
- Signalling
- Pay for performance
- Monitoring

In their presentations, students have to describe the found example, relate it to the course and discuss it critically. The homework/ presentation can be done in groups (up to five students) and all sources (internet, textbooks, journals, etc.) are allowed. Further information will be provided in our meeting in November.

Please note that the presentation will not be graded, it is just a requirement to take the exam. Students who provide a very good presentation will, however, receive bonus points (5% of the total points) in the exam.