

THIRD EDITION

PERSONNEL ECONOMICS IN PRACTICE



EDWARD P. LAZEAR • MICHAEL GIBBS

WILEY

Personnel Economics

Judith Przemeck



Personnel Economics:

Personnel Economics in Practice Edward P. Lazear, Michael Gibbs, 2008-09-16 Economics is a methodology that has been applied to many areas of human behavior and has had enormous influence on the study of organizations and human resources. Developed by much of the founding research from Edward Lazear, this economic approach in these areas adds rigor, structure, and clarifies many important issues. The goal of this text is to give the reader a rigorous framework for understanding organizational design and the management of employees. Not only will students learn and apply ideas from microeconomics, but they will also learn principles that will be valuable in their future careers. **Personnel Economics**

Peter Kuhn, 2018 The vast majority of economics majors enter the world of work directly after graduation. Unique among the subfields of economics, only personnel economics looks inside the workplace to apply simple economic theory and precise, transparent empirical research to the central issues of employee selection, motivation, and compensation. Students love this subject because it applies basic microeconomic tools to their working lives in a concrete and useful way. Peter Kuhn's conversational and up-to-date treatment of experiments and research about employment issues in *Personnel Economics*, incorporating the latest findings from behavioral economic research, provides an enormously interesting, instructive, and much-needed textbook on these topics. *Personnel Economics* functions equally well as a stand-alone personnel textbook or as supplementary material for courses in labor economics, behavioral economics, experimental economics, or game theory. Although the book uses some simple economics tools, the author keeps the technical aspects to the minimum level consistent with understanding the key ideas. Aside from thinking graphically about maximizing utility or profits in the presence of a budget set, all of which are all introduced in the book, the only math a student needs is to find the maximum of a function of a single variable. Calculus is offered as an option, but there are other easy ways to solve the same problems. All of the mathematics are administered with plenty of hand-holding, and optional problem sets, many of which use spreadsheets to provide intuition for the main results, are available to help cement the intuition. On the empirical side, the book includes an intuitive introduction to the two workhorses of empirical research on personnel issues: designing experiments and using regression to study naturally occurring data. *Personnel Economics in Practice* Edward P. Lazear, Michael

Gibbs, 2014-11-03 *Personnel Economics in Practice* 3rd Edition by Edward Lazear and Michael Gibbs gives readers a rigorous framework for understanding organizational design and the management of employees. Economics has proven to be a powerful approach in the changing study of organizations and human resources by adding rigor and structure and clarifying many important issues. Not only will readers learn and apply ideas from microeconomics; they will also learn principles that will be valuable in their future careers. *Personnel Economics in Sports* Neil Longley, 2018 This book examines personnel economics within the context of the professional sport industry. Sport is an effective industry in which to empirically test theories of personnel economics, primarily because the employer-employee relationship in sport is much more visible and

transparent than in almost any other industry Researchers benefit from having data on a host of variables pertaining to individual employees i e players such as their age race national origin and experience Researchers also have data on each employee s performance on their salary and on who their co workers teammates and managers coaches are The chapters are organized around the core functional areas of personnel economics and cover all aspects of the employment relationship in sport from recruiting and selection to pay and performance to work team design Each chapter contains a thorough literature review that provides the reader with a sense of the breadth and depth of the work being done in the area and with a sense as to how the literature can move forward both in a sport and non sport context The book is suitable for an advanced undergraduate course right through to a PhD level field course in both management and economics Academic researchers in the fields of sports economics personnel economics human resource management strategic management and sport management will also find the book of interest Contributors include D Berri C Deutscher B Frick L H Kahane N Longley J G Maxcy J Prinz R Simmons D Weimar

Handbook of Labor Economics ,2025-09-01 Handbook of Labor Economics Volume Six reviews the latest research topics empirical findings and methods that constitute frontier research in the field The focus lies in the most important research advances that have taken place since the publication of the previous work Chapters in this new release include Instrumental Variables with Unobserved Heterogeneity in Treatment Effects Firm Wage Effects Empirical Bayes Methods in Labor Economics Minimum Wages in the 21st Century The Micro and Macro Economics of Short Time Work Job Search Unemployment Insurance and Active Labor Market Policies Families Public Policies and the Labor Market and much more Other chapters cover The Evolution of Gender in the Labor Market Crime and the Labor Market and Monopsony Power in the Labor Market Covers factors such as trade technology skills immigration crime unions race and gender affect wages and employment in modern labor markets Includes coverage of the labor market s impact on policy interventions such as minimum wages employment and training policies and family policies Presents recent methodological advances in empirical methods and models of the labor market in the presence of imperfect competition

The Handbook of Organizational Economics Robert Gibbons,John Roberts,2013 E book available via MyiLibrary In even the most market oriented economies most economic transactions occur not in markets but inside managed organizations particularly business firms Organizational economics seeks to understand the nature and workings of such organizations and their impact on economic performance The Handbook of Organizational Economics surveys the major theories evidence and methods used in the field It displays the breadth of topics in organizational economics including the roles of individuals and groups in organizations organizational structures and processes the boundaries of the firm contracts between and within firms and more

Personnel Economics Edward P. Lazear,Robert McNabb,2004 **Personnel Economics in Imperfect Labour Markets** Pietro Garibaldi,2006-03-16 Personnel economics the use of economics for studying human resource issues is becoming a standard course in business and economics departments around the world Indeed after being

successfully introduced in North American business schools the teaching of personnel economics is now growing in Europe and in the rest of the world Yet most of the traditional analysis of personnel economics assumes a perfectly competitive labour market a situation in which wages are fully flexible and dismissals can take place at no cost Such a setting is inappropriate for most European markets where wage rigidity and wage compression are widespread phenomena and where employment protection legislation is very stringent Personnel Economics in Imperfect Labour Markets aims to describe key personnel issues when firms and human resource managers act in highly regulated labour markets Written to be accessible to students the book provides original answers to questions which have previously been left to specialized academic journals Should hiring take place under temporary or permanent contracts How can we provide compensation related incentives when minimum wages are binding How do we solve the employment hours trade off These questions and more are discussed within the text

Personnel Economics Edward P. Lazear, 1995 This text provides an introduction to personnel economics showing how economists can make specific predictions and prescriptions for personnel issues that arise in business on a daily basis The author focuses on compensation and its relation to worker motivation selection and teamwork

Personnel Economics William S. Neilson, 2007 Neilson is the first Personnel Economics text written specifically for economics majors and is the only undergraduate text on information economics Students love this course because it is so applied everyone is involved in an employment relationship at one time or another and the students learn what strategies employers use as well as how employees should respond to them Professors love it because they get to teach what Micro economists actually do principal agent problems signaling problems repeated games bargaining and much more

The New Palgrave Dictionary of Economics, 2016-05-18 The award winning The New Palgrave Dictionary of Economics 2nd edition is now available as a dynamic online resource Consisting of over 1 900 articles written by leading figures in the field including Nobel prize winners this is the definitive scholarly reference work for a new generation of economists Regularly updated This product is a subscription based product

Inside the Firm Edward P. Lazear, 2011-07-28 Personnel economics has revolutionized the teaching of human resources in business schools worldwide Edward Lazear is a founding father of personnel economics and this volume brings together his key papers on the institutions and incentives that shape interactions between employees and employers

Personnel Economics for Managers Edward P. Lazear, 1998-09-22 How do you recruit the best employees How does a firm go about downsizing How important is money relative to other factors How and when should evaluations be conducted How should stock options be structured to maximize incentives How are training and turnover linked Should you reward good performance or penalize bad performance In this new book Personnel Economics for Managers Professor Lazear answers these and many other personnel management questions His unique approach using economics to explore human resource topics builds human resource systems as an entire structure with no one department independent of another After reading this book you will finally have a detailed analysis in a field that has traditionally lacked the resources to back up

theories and statements *Personnel Economics: Personnel economics and performance* Edward P. Lazear, Robert McNabb, 2004 **Personnel Economics** Edward P. Lazear, Kathryn Shaw, 2007 Personnel economics drills deeply into the firm to study human resource management practices like compensation hiring practices training and teamwork Many questions are asked Why should pay vary across workers within firms and how compressed should pay be within firms Should firms pay workers for their performance on the job or for their skills or hours of work How are pay and promotions structured across jobs to induce optimal effort from employees Why do firms use teams and how are teams used most effectively How should all these human resource management practices from incentive pay to teamwork be combined within firms Personnel economics offers new tools and new answers to these questions In this paper we display the tools and principles of personnel economics through a series of models aimed at addressing the questions posed above We focus on the building blocks that form the foundation of personnel economics the assumptions that both the worker and the firm are rational maximizing agents that labor markets and product markets must reach some price quantity equilibrium that markets are efficient or that market failures have introduced inefficiencies and that the use of econometrics and experimental techniques has advanced our ability to identify underlying causal relationships **Personnel economics : past lessons and future directions** Edward P. Lazear, 1999 Essays on Personnel Economics and Incentives André Haas, 2019

Labor Economics Belton M. Fleisher, Thomas J. Kniesner, 1980 Textbook on economic theory foundations of labour economics deals with the science of labour economics the measurement and interpretation of labour market indicators considers relations between labour demand and labour supply the role of trade unions investment in human capital short term and long term labour policy issues with particular reference to the USA etc Graphs and references *Personnel Economics: The concepts* Edward P. Lazear, Robert McNabb, 2004 Personnel Economics, Incentives and Human Behavior Judith Przemec, 2009

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