

Personnel Economics: Syllabus

University of Tokyo

2020

Administrative Information

- Course Title: Personnel Economics
- Instructor: Akifumi Ishihara
 - Office Hour: Wednesday pm 3:15-4:15 (*via* Zoom) or appointment *via* email
 - Email: akishihara[at]iss[dot]u-tokyo[dot]ac[dot]jp
- Day and Time: A1 term, Wednesday 10:25-12:10, 13:00-14:45
- Venue: **online *via* Zoom**
 - The course Zoom URL is found in the online syllabus (UTAS: <https://utas.adm.u-tokyo.ac.jp/campusweb/campusportal.do>).
 - If you cannot access to UTAS yet hope to join the meeting, please notice the instructor *via* e-mail.
- Course Website:
 - akishihara.github.io/teaching/PE2020
 - ITC-LMS: itc-lms.ecc.u-tokyo.ac.jp/login
- **(Important notice)** Due to the situation regarding novel Coronavirus, we have the lecture meeting *online via Zoom*.

Course Description

This course discusses organizational economics, with emphasis on personnel issues, at a graduate level. The aim is to provide a basic ground of economic researches on organizational economics and to stimulate participants' research activities on organizational economics (including both theoretical and empirical works).

The course is mainly for the second year graduate students or above. Nevertheless, other students who are interested in researching organizational economics are also welcome as long as they satisfy the prerequisite described below.

Course Outline

The course is going to be based on a series of lectures. (The following schedule is subject to change.)

1. Introduction
2. Careers and Internal Labour Market
 - (a) Compensation
 - (b) Promotion and Turnover
 - (c) Wage Inequalities
3. Organizations of Work
 - (a) Hierarchy
 - (b) Career Management
 - (c) Coordination versus Adaptation
 - (d) Mode of Communication
4. Managing Styles
 - (a) Conformism and Favouritism
 - (b) Leadership and Vision
 - (c) Delegation and Empowerment

Although the topics to be discussed are mainly theoretical, we will also be careful about the relationships with empirical works.

Prerequisite

Students must have knowledge of (ideally advanced, at least intermediate) microeconomics and mathematics: especially, game theory and economics of information and contract.

Grade

The grade will be based on the final report, assigning

1. research proposals; and/or
2. mock referee reports on scholarly papers.

Textbook

The lecture note will be distributed. The note is mainly based on the following handbook and original scholarly articles cited therein. (The reading list of scholarly articles will be distributed.)

- Gibbons, R. and Roberts, J. (2013): *Handbook of Organizational Economics*, Princeton University Press.

The following materials are useful as a survey of personnel economics at undergraduate and MBA.

- Milgrom, P. and Roberts, J. (1992): *Economics, Organization and Management*, Prentice-Hall.
- Lazear, E. P. and Gibbs, M. (2014): *Personnel Economics in Practice*, Third Edition, Wiley.
- Kuhn, P. (2018): *Personnel Economics*, Oxford University Press.

Miscellaneous

- The lecture will be in English (subject to change conditional on the participants).
- Students without registration or outside of U of Tokyo are also welcome (provided that they are enthusiastic about the topics in the course and satisfy the prerequisite). Whether you register this course or not, please notice the instructor *via* e-mail if you intend to participate this course (just for the instructor's understanding of the participants' background).
- The course material and important information are distributed *via* ITC-LMS. If you are not a student of University of Tokyo, please notice the instructor.

Last updated: September 14, 2020