

THIRD EDITION

# PERSONNEL ECONOMICS IN PRACTICE



EDWARD P. LAZEAR • MICHAEL GIBBS

WILEY

# Personnel Economics In Practice

**Gordon S. Watkins**



## **Personnel Economics In Practice:**

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**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.

*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** Edward P. Lazear, Robert McNabb, 2004 *Personnel Economics in Imperfect Labour Markets* Pietro Garibaldi, 2006-03-16 Table of Contents 1 Personnel economics and non competitive labour markets 1 2 The optimal skill ratio 11 3 The hours employment trade off 27 4 Temporary or permanent 45 5 Managing adverse selection in recruiting 62 6 Optimal compensation schemes foundation 82 7 Pay for performance with wage constraints 107 8 Relative compensation and efficiency wage 132 9 Training and human capital investment 152 10 Training investment in imperfect labour markets 171 11 Job destruction 187 12 Further issues in employment protection legislation 202 13 Teams of group incentives 218 App A Labour demand at the firm level 232 App B Constrained optimization 238

**The Institutional Tradition in Labor Economics** Dell P. Champlin, Janet T. Knoedler, 2004-08-24 While there are many economists in academia government unions and nonprofit organizations working in the institutionalist tradition there is currently no book on the market describing this tradition Editors Champlin and Knoedler have brought together prominent labor economists highly respected institutional economists and newer scholars working on issues of such current importance as immigration wage discrimination and living wages Their essays portray the institutionalist tradition in labor as it exists today as well as its historical and theoretical origins This work is a major contribution to the literature of labor economics institutionalist economics and the history of economic thought

**Handbook of Labor Economics** Orley Ashenfelter, David Card, 2010-10-27 What factors affect the ways individuals participate in labor markets New Developments and Research on Labor Markets volume 4B proposes answers to this and other questions on important topics of public policy Leading labor economists demonstrate how better data and advanced experiments help them apply economic theory yielding sharper analyses and conclusions The combinations of these improved empirical findings with new models enable the authors of these chapters to reveal how labor economists are developing new and innovative ways to measure key parameters and test important hypotheses Concentrates on empirical research in specific labor markets including those defined by age gender and race Reveals how questions and answers about these markets have changed and how models measure them Documents how conceptual models and empirical work explain important practical issues

**Elgar Introduction to Theories of Human Resources and Employment Relations** Keith Townsend, Kenneth Cafferkey, Aoife M. McDermott, Tony Dundon, This Elgar Introduction provides an overview of some of the key theories that inform human resource management and employment relations as a field of study

*Inside the Firm* Edward P. Lazear, 2016-06-30 How should firms select their

employees How should they design their compensation schemes such that employees are motivated to work hard How do the performance and compensation of teammates influence workers motivation and productivity Personnel economics examines human resource practices and answers questions that are of paramount importance for business leaders around the globe In this volume Edward P Lazear a founding father of personnel economics and winner of the IZA Prize in Labor Economics 2004 takes stock of the economic analysis of personnel management and the advancements and achievements that have been made in this field over the past 30 years The book contains an impressive selection of Lazear s most important papers It provides a unifying approach to human resource practices and a useful reference on personnel strategies such as hiring motivating and training an effective work force Publisher s website

**Labor Economics** Solomon Blum,1925    **Labor Economics and Industrial Relations in Korea** Su-gon Kim,1978    Labor Management Gordon S. Watkins,1928

*Announcement* Columbia University. Teachers College,1925    **Readings in Labor Economics and Industrial Relations** Joseph Shister,1956    *Announcements* Catholic University of America,1930    **Industrial Management** John Robertson Dunlap,1918

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