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Personnel economics has been defined as "the application of economic and mathematical approaches and econometric and statistical methods to traditional questions in human resources management". It is an area of applied micro labor economics, but there are a few key distinctions. One distinction, not always clearcut, is that studies in personnel economics deal with the personnel management within firms, and thus internal labor markets, while those in labor economics deal with labor markets as suc

Personnel economics - Wikipedia

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Personnel Economics in Practice (豆瓣)

Description. The centerpiece of most adults' daily lives is the workplace, where all participants-as workers or managers-can benefit from thinking strategically about employee motivation, compensation, and selection. Personnel Economics uses simple but formal economic models to study what happens inside the workplace.

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Personnel Economics in Practice by Edward Lazear

changing. Economics has proven to be a powerful approach in this area, adding rigor and structure, and clarifying many important issues. This area of economics is often called Personnel Economics, and much of the founding research in this area was done by Edward Lazear. This textbook is based on Lazear ' s Personnel Economics for Managers (1997).

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.

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.

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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.

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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 employees 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 work-horses of empirical research on personnel issues: designing experiments and using regression to study naturally-occurring data.

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