

THIRD EDITION

# PERSONNEL ECONOMICS IN PRACTICE



EDWARD P. LAZEAR • MICHAEL GIBBS

WILEY

# Personnel Economics In Practice

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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* 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 Institutionalist 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

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