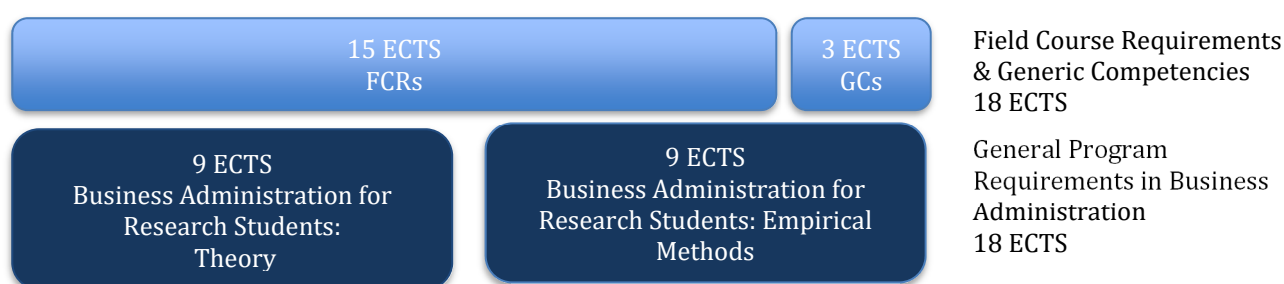


Structure for a PhD Course Program in Field 3 Managing Human Resources and Education

In the decades to come, the potential labor supply of developed countries will be subjected to systematic, long-term transformations caused by demographic changes, by an ever increasing knowledge intensity and by a ubiquitous digitalization. Therefore, human resource management will become more decisive than ever to stay competitive. The field “Managing Human Resources and Education” tackles these challenges and contributes to their solutions with innovative research methods and data sets. On the one hand, we focus on questions how to effectively and efficiently adapt Human Resource Management measures to adapt to future challenges. This comprises questions such as recruitment, qualification, promotion, lay-offs, lifelong learning and work organization. On the other hand, we focus on questions of how to manage educational careers and how to manage educational institutions effectively and efficiently.



1. General Program Requirements (GPR), 18 ECTS

- Business Administration for Research Students: Theory (9 ECTS)
- Business Administration for Research Students: Empirical Methods (9 ECTS)

2. Field Course Requirements (FCR), 15 ECTS out of a variety of elective field courses (3 ECTS each)

- Current issues in personnel economics (Backes-Gellner)[§]
- Contemporary Readings on Behavior in Organizations (Menges)[§]
- Econometric Methods in Economics of Education (Schwerdt, University of Konstanz)**
- Microeconomic Foundations of Economics of Education (Wössmann, Ifo Munich)**
- Personnel and Labor Economics for Education Economists (Eriksson, Copenhagen Business School & Westergaard, Aarhus University)**
- Apprenticeship Training: Institutions and Markets (Mühlemann, LMU Munich, Ryan, King's College London & Renold, ETH Zurich)**
- Randomized Experiments (Bettinger, University of Stanford)**
- Natural Experiments (Webbink, Erasmus University Rotterdam)**
- Personality, Economic Preferences, Skills and Education (Dohmen, University of Bonn)**

- Theoretical Foundations of Innovation Management (Schulze & Townsend)**

3. Generic Competences (GC), 3 ECTS

- Workshop „Writing and Publishing Concise Research Papers“ (Backes-Gellner & Pull)**
- Workshop „Scholarly writing“ (Reid)*
- Machine Learning with Python for Education and Personnel Economists (Rose)**
- Workshop in Machine Learning Techniques in R (Stachl & Pargent)**
- Corporate Communication: Theoretical Foundations, Case Studies, Role Playing and Media Training (Timmesfeld)**
- Anrechnung generischer Kurse, die von UZH angeboten werden

[§] each semester, * annual course offering, ** biennial or sporadic course offering

Participating IBW faculty:

Backes-Gellner, Uschi
Menges, Jochen
Bäker, Agnes
Schulze, Anja
Howe, Lauren
Segal, Carmit