

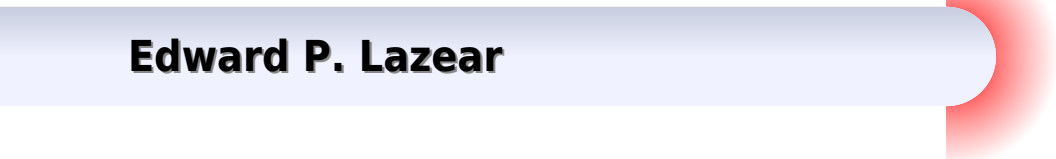
# PERSONNEL ECONOMICS FOR MANAGERS



EDWARD P. LAZEAR

# Personnel Economics For Managers

**Edward P. Lazear**



## **Personnel Economics For Managers:**

**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 in Practice** Edward P. Lazear, Michael Gibbs, 2008-09-16 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 **Wie**

**Personnel Economics for Managers, International Edition** Lazear, **Personnel Economics** Edward P. Lazear, 1995 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 **Personnel Economics** Edward P. Lazear, Robert McNabb, 2004

Personnel Economics for Managers Edward P. Lazear, Cram101 Textbook Reviews, 2006-10 Never HIGHLIGHT a Book Again Virtually all of the testable terms concepts persons places and events from the textbook are included Cram101 Just the FACTS101 studyguides give all of the outlines highlights notes and quizzes for your textbook with optional online comprehensive practice tests Only Cram101 is Textbook Specific Accompanys 9780471594666 **Personnel Economics in Practice** Edward P. Lazear, Michael Gibbs, 2014-11-03 *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 *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 in Imperfect Labour Markets* Pietro Garibaldi, 2006-03-16 Personnel economics the use of economics for studying human resource issues is becoming a standard course in business and economics departments around the world Indeed after being successfully introduced in North American business schools the teaching of personnel economics is now growing in Europe and in the rest of the world Yet most of the traditional analysis of personnel economics assumes a perfectly competitive labour market a situation in which wages are fully flexible and dismissals can take place at no cost Such a setting is inappropriate for most European markets where wage rigidity and wage compression are widespread phenomena and where employment protection legislation is very stringent *Personnel Economics in Imperfect Labour Markets* aims to describe key personnel issues when firms and human resource managers act in highly regulated labour markets Written to be accessible to students the book provides original answers to questions which have previously been left to specialized academic journals Should hiring take place under temporary or permanent contracts How can we provide compensation related incentives when minimum wages are binding How do we solve the employment hours trade off These questions and more are discussed within the text

**Personnel Economics** Peter Kuhn, 2018 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 employee 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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