

Economics, Strategy and Management Winter Term 2016/17

Bachelor – Profilgruppe/ Schwerpunktmodul Managerial Economics
Modul-Nr. 15101/ Kennnummer 1289SMME00

Prof. Dr. Oliver Gürtler

Title: “Labor Market Tournaments“

The seminar is paper-based and addresses labor market tournaments from a theoretical, empirical and experimental perspective. Your task in the seminar will be to write a thesis/paper about your assigned topic and to present this thesis during the seminar. Please note that you should be able to be present on October 20, 2016 for the kick-off meeting and on January 19 and January 20, 2017 for the presentations.

Application

You have to apply for the seminar via **KLIPS 1/ KLIPS 2.0** during the second registration period (2. Belegungsphase) from **September 9, 2016 until September 26, 2016**. Since the number of participants is limited, we cannot guarantee your participation in the seminar. The results of the second registration period (2. Belegungsphase) will be published on October 13, 2016 (around noon) in KLIPS 1/ KLIPS 2.0.

Exam registration and assignment of topics

All successful applicants have to attend the **mandatory kick-off meeting on October 20, 2016 at 3.30 p.m.** Here you are assigned one of the topics listed below. Further, you have to attend the kick-off meeting to **register for the examination**.

Deadline seminar thesis

The thesis must be handed in by **December 16, 2016** at the latest.

Presentations

The seminar is held on **January 19 and January 20, 2017**.

The following topics will be addressed in the seminar. Please take a look at the topics **before** you attend the kick-off meeting, so you have a better idea which topic to choose.

If you require further information, please contact Lisa Dickmanns (lisa.dickmanns@uni-koeln.de).

Topics

1. **Tournaments and Incentives - Theory** (Lazear, E.P. and S. Rosen, 1981, Rank-Order Tournaments as Optimum Labor Contracts, Journal of Political Economy, 89, 841-864)
2. **Tournaments and Incentives – Empirical Evidence I** (Kale, J.R., Reis E., Venkateswaran A., 2009, Rank-Order Tournaments and Incentive Alignment: The Effect on Firm Performance, The Journal of Finance, 64, 1479–1512)
3. **Tournaments and Incentives – Empirical Evidence II** (Ehrenberg, R.G. and M.L. Bognanno, 1990, Journal of Political Economy, 98, 1307-1324)
4. **Sabotage in Tournaments** (Lazear, E.P., 1989, Pay Equality and Industrial Politics, Journal of Political Economy, 97, 561- 580)

5. **Sabotage in Tournaments – Empirical Evidence** (Garicano, L. and Palacios-Huerta, I., 2005, Sabotage in Tournaments: Making the Beautiful Game a Bit Less Beautiful, In Beautiful Game Theory, Chapter 8, Princeton University Press, 124-150)
6. **Helping in Tournaments – Theory and Empirical Evidence** (Drago, R. and Garvey, G. T., 1998, Incentives for Helping on the Job: Theory and Evidence, Journal of Labor Economics, 16, 1-25)
7. **Gender Differences in Competitive Environments** (Niederle, M. and Vesterlund, L., 2007, Do Women Shy Away from Competition? Do Men Compete Too Much?, The Quarterly Journal of Economics, 122(3), 1067-11)
8. **Risk Taking in Tournaments** (Nieken P., 2010, On the Choice of Risk and Effort in Tournaments—Experimental Evidence, Journal of Economics & Management Strategy, 19(3), 811–840)
9. **Tournaments and Social Preferences** (Grund, C. and D. Sliwka, 2005, Envy and Compassion in Tournaments, Journal of Economics & Management Strategy, 14, 187-207)
10. **Tournaments and Heterogeneity** (Lynch, J.G., 2005, The Effort Effects of Prizes in the Second Half of Tournaments, Journal of Economic Behavior & Organization, 57, 115-129)