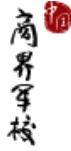




PHBS
北京大学汇丰商学院



Topics on Incentives & Organizations Module 4, 2021

Course Information

Instructor: Zhenda Yin (zdyin@phbs.pku.edu.cn)

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Office Hours: TBA

Teaching Assistant: Caiming Nie (1801111197@pku.edu.cn)

Classes:

Lectures: Mon & Thu, 15:30-17:20 PM

Venue: TBA

Course Website: cms.phbs.pku.edu.cn

Course code: ORG2021

Enrolment key: ORG2021

1. Course Description

1.1 Context

Course overview: This course is an introductory survey of organizational economics, with varied topics across years. This year we plan to cover special topics on personnel economics, e.g., incentives and compensation, turnover and the theory of human capital, promotions, teamwork, and internal labor market.

Our approach will combine elements of economic theory, behavioral economics, and evidence from lab, field, and natural experiments.

Prerequisites: Students are expected to have completed microeconomics and some basic knowledge of econometrics. Please see me if you are unsure about your background to take this course.

1.2 Textbooks and Reading Materials

There is no required textbook. I will use the following books as the main reference.

Kuhn, Peter. 2017. *Personnel Economics*. Oxford University Press.

Bolton, Patrick and Mathias Dewatripont. 2005. *Contract Theory*. MIT Press.

Gibbons, Robert and John Roberts. 2013. *The Handbook of Organizational Economics*. Princeton University Press.

2. Learning Outcomes

2.1 Intended Learning Outcomes

Learning Goals	Objectives	Assessment
1. Our graduates will be effective communicators.	1.1. Our students will produce quality business and research-oriented documents.	Y
	1.2. Students are able to professionally present their ideas and also logically explain and defend their argument.	Y
2. Our graduates will be skilled in team work and leadership.	2.1. Students will be able to lead and participate in group for projects, discussion, and presentation.	Y
	2.2. Students will be able to apply leadership theories and related skills.	Y
3. Our graduates will be trained in ethics.	3.1. In a case setting, students will use appropriate techniques to analyze business problems and identify the ethical aspects, provide a solution and defend it.	
	3.2. Our students will practice ethics in the duration of the program.	
4. Our graduates will have a global perspective.	4.1. Students will have an international exposure.	
5. Our graduates will be skilled in problem-solving and critical thinking.	5.1. Our students will have a good understanding of fundamental theories in their fields.	Y
	5.2. Our students will be prepared to face problems in various business settings and find solutions.	Y
	5.3. Our students will demonstrate competency in critical thinking.	Y

2.2 Course specific objectives

Students are expected to analyze organizational problems and their proposed solutions using economic theory and quantitative tools.

2.3 Assessment/Grading Details

The course grade will be determined by:

$$0.1*(\text{attendance}) + 0.3*(\text{one group presentation}) + 0.6*(\text{two exams}).$$

The group presentation will be based on an assigned research paper. (Students can choose an empirical/theoretical work from the Organizational Economics Working Group or Personnel Economics Working Group at NBER. More details will be announced in class.)

Exams will be based on economic concepts, empirical findings, and theoretical frameworks we have discussed in class.

2.4 Academic Honesty and Plagiarism

It is important for a student's effort and credit to be recognized through class assessment. Credits earned for a student work due to efforts done by others are clearly unfair. Deliberate dishonesty is considered academic misconducts, which include plagiarism; cheating on assignments or examinations; engaging in unauthorized collaboration on academic work; taking, acquiring, or using test materials without faculty permission; submitting false or incomplete records of academic achievement; acting alone or in cooperation with another to falsify records or to obtain dishonestly grades, honors, awards, or professional endorsement; or altering, forging, or misusing a University academic record; or fabricating or falsifying of data, research procedures, or data analysis.

All assessments are subject to academic misconduct check. Misconduct check may include reproducing the assessment, providing a copy to another member of faculty, and/or communicate a copy of this assignment to the PHBS Discipline Committee. A suspected plagiarized document/assignment submitted to a plagiarism checking service may be kept in its database for future reference purpose.

Where violation is suspected, penalties will be implemented. The penalties for academic misconduct may include: deduction of honor points, a mark of zero on the assessment, a fail grade for the whole course, and reference of the matter to the Peking University Registrar.

For more information of plagiarism, please refer to PHBS Student Handbook.

3. Topics, Teaching and Assessment Schedule

TBA