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Michael Gibbs is Clinical Professor of Economics at the University of Chicago Graduate School of Business. Gibbs earned his PhD in Economics from the University of Chicago. He is a leading empirical researcher in the field of personnel economics, and has received awards for excellence in research and teaching.

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changing. Economics has proven to be a powerful approach in this area, adding rigor and structure, and clarifying many important issues. This area of economics is often called Personnel Economics, and much of the founding research in this area was done by Edward Lazear. This textbook is based on Lazear's Personnel Economics for Managers (1997).

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resources management". It is an area of applied micro labor economics, but there are a few key distinctions. One distinction, not always clearcut, is that studies in personnel economics deal with the personnel management ...

~~Personnel economics - Wikipedia~~

Personnel Economics in Practice, 3rd Edition ... Gibbs earned his PhD in Economics from the University of Chicago. He is a leading empirical researcher in the field of personnel economics, and has received awards for excellence in research and teaching. Bibliographic information.

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Michael Gibbs studies the economics of human resources and organizational design. He is co-author of the leading textbook in the field, Personnel Economics in Practice, which has been translated into Chinese, Japanese, Korean, Bulgarian and Spanish.

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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.

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.

Economics, like most other social sciences, is not a pure

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discipline. Indeed, it has been enhanced by the fact that there is so much overlap between it and the related fields of business, industrial relations, political science, social psychology, and sociology. This book is the first attempt to explain how work in economics has influenced and benefited from a merging of economic analysis with the research practices of these related fields of study. With contributions from leading economists from around the world, it demonstrates how economics is leading the way toward a more unified social science.

This book provides the most comprehensive treatment to date

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of microeconometrics, the analysis of individual-level data on the economic behavior of individuals or firms using regression methods for cross section and panel data. The book is oriented to the practitioner. A basic understanding of the linear regression model with matrix algebra is assumed. The text can be used for a microeconometrics course, typically a second-year economics PhD course; for data-oriented applied microeconometrics field courses; and as a reference work for graduate students and applied researchers who wish to fill in gaps in their toolkit. Distinguishing features of the book include emphasis on nonlinear models and robust inference, simulation-based estimation, and problems of complex survey data. The book makes frequent use of numerical examples based on generated data to illustrate the

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key models and methods. More substantially, it systematically integrates into the text empirical illustrations based on seven large and exceptionally rich data sets.

Organizing Inclusion brings communication experts together to examine issues of inclusion and exclusion, which have emerged as a major challenge as both society and the workforce become more diverse. Connecting communication theories to diversity and inclusion, and clarifying that inclusion is about the communication processes of organizations, institutions, and communities, the book explores how communication as an organizing phenomenon underlies systemic and institutionalized biases and generates practices that privilege certain groups while excluding or marginalizing

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others. Bringing a global perspective that transcends particular problems faced by Western cultures, the contributors address issues across sub-disciplines of communication studies, ranging from social and environmental activism to problems of race, gender, sexual orientation, age and ability. With these various perspectives, the chapters go beyond demographic diversity by addressing interaction and structural processes that can be used to promote inclusion. Using these multiple theoretical frameworks, Organizing Inclusion is an intellectual resource for improving theoretical understanding and practical applications that come with ever more diverse people working, coordinating, and engaging one another. The book will be of great relevance to organizational stakeholders,

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human resource personnel and policy makers, as well as to scholars and students working in the fields of communication, management, and organization studies.

This unique volume offers a definitive new history of European economies at war from 1914 to 1918. It studies how European economies mobilised for war, how existing economic institutions stood up under the strain, how economic development influenced outcomes and how wartime experience influenced post-war economic growth. Leading international experts provide the first systematic comparison of economies at war between 1914 and 1918 based on the best available data for Britain, Germany, France, Russia, the USA, Italy, Turkey, Austria-Hungary and

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the Netherlands. The editors' overview draws some stark lessons about the role of economic development, the importance of markets and the damage done by nationalism and protectionism. A companion volume to the acclaimed *The Economics of World War II*, this is a major contribution to our understanding of total war.

This textbook presents the "new" labor economics. While traditional topics such as labor law, structure of unions, and collective bargaining are included, the focus is on labor economics as an applied field of micro and macro theory. The authors assert that labor economics has become a critical part of the core of analytical economics and not merely tangential. Micro and Macro Economic principles are the only

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prerequisites to this one term book.

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

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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.

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