

## Vorankündigung für das Wintersemester 2021/2022

<b>Titel</b>	<b>Advanced Human Resource Development</b>
<b>Veranstaltungsart</b>	Lecture
<b>Dozent</b>	Prof. Dr. Samuel Mühlemann
<b>Umfang</b>	4 hours/week
<b>Leistungserstellung</b>	Written exam (2hours), tba
<b>Beginn</b>	Lecture: Tuesday, 19.10.2021, Exercises: Thursday 28.10.2021
<b>Zeit und Ort</b>	Lecture: Tuesday, 12h-14h (s.t., Place: tba) Exercises: Thursday, 12h-14h (c.t., Place: tba)
<b>Zielgruppe</b>	Master students in HRE & M
<b>Gruppengröße</b>	unlimited
<b>Besondere Hinweise</b>	Language: English
<b>Anmeldung</b>	No
<b>Vorbesprechung</b>	No
<b>Inhalt</b>	This course views training and development from an economic and institutionalist perspective, focusing both on factors that are exogenous to a firm (such as national labor market institutions or educational policy), and factors that can be influenced by individual firms. During the exercise sessions, we discuss selected papers in detail and focus on identification strategies to estimate causal effects of training and development measures at the micro and macro level. We will also discuss recent advances in the field based on the use of machine learning.
<b>Literatur</b>	Basic readings: Noe, R.A. (2019). Employee Training and Development. McGraw Hill. 8th Edition. Ford, J. K. (2020). Learning in Organizations. An Evidence-based Approach. Routledge. Further relevant literature: t.b.a. in class

***Änderungen vorbehalten!***