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|  | Faculty of Business Administration and EconomicsChair of Personnel Economics |

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Executive Summary (not necessary for seminar papers)

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# List of abbreviations (terms should not be named in the dictionary)

abbreviation written-out term

abbreviation written-out term

abbreviation written-out term

HWWI Hamburgisches Weltwirtschaftsinstitut

SEOP Socio-Economic Panel

# Heading (Introduction and structure)

At the chair of Personnel Economics the APA citation style is used (American Psychological Association), which was explained in detail in the final thesis introduction seminar. In the case of indirect quotations, the source is indicated at the end of the sentence or after the paraphrased content. As a matter of principle, citations should refer to the original text. Example 1: Text Text Text Text Text Text Text Text Text Text Text Text (Author, year, page). Example 2: Text Text Text Text (Author1, year, page), Text Text Text Text Text Text (Author2, year, page).

Direct citations however have to be marked with quotation marks. The source is named directly after the citation. Example: “Text Text Text Text Text Text” (Author, year, page).

Direct citations with a length of more than three lines will be additionally indented and displayed in font size 10.

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# Heading (e.g. Theoretical background)

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Figure 1: Example of average gross hourly wages

Source: Based on author, year, page.

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Table 1: Dependent variable: Logarithm of hourly wages

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| --- | --- | --- |
| **Variable** | **OLS-Model** | **Fixed-Effects-Model** |
| **Sociodemographic variables** |
| Migration background | -0,0168 | -0,0368 |
| Age | -0,119 | -0,187 |
| Age² | -0,222 | -0,115 |
| Gender | 0,135\*\*\* | 0,184\*\*\* |
| Lower secondary school certificate | -0,125\*\*\* | -0,189\*\*\* |
| Secondary school certificate | -0,0295 | -0,0344 |
| High-school diploma | -0,0927\* | -0,129\* |
| **Industry variables** |
| Automobile industry | 0,833\*\*\* | 1,484\*\*\* |
| Telecommunication | 0,0877\*\*\* | 0,124\*\*\* |
| Service sector | 0,830\*\*\* | 1,213\*\*\* |
| Manufacturing sector | 0,349\* | 0,556\* |
| Agriculture | 0,0751 | 0,103 |
| **Institutional variables** |
| Works council | 0,768\*\*\* | 1,314\*\*\* |
| Labor agreement | 0,0674\*\*\* | 0,0975\*\*\* |
| Constant | 0,276 | ----- |
| R2 | 0,2154 | ----- |
| Root MSE | 0,70606 | ----- |
| N | 3220 | 3220 |

Levels of statistical significance are defined as follows: \* p<0,1; \*\*p<0,05; \*\*\* p<0,01

**Source: Based on author, year, page.**

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# Affirmation of the independent preparation of the seminar paper

I hereby affirm that I, >First and last name<, have authored this thesis independently, that I have not used other than the declared sources, and that I have explicitly marked all material which has been quoted either literally or by content from the used sources.

This thesis has not been submitted or published either in whole or part, for a degree at this or any other university or institution.

1. Footnotes are to be used sparingly. They elaborate further aspects or show a great number of further sources which would hinder the flow of reading. Footnotes are placed on the bottom of the respective page. They are numbered continuously. The font size is 10. A footnote ends with a period/full stop. [↑](#footnote-ref-1)