

PUBLICATIONS

Agnes Bäker

Publications in Peer-Reviewed Journals

- 2021 Pushing performance by building bridges: Human and social capital as mechanisms behind the mobility-performance link. *Journal of Vocational Behavior* 129: 103613 (with Breuninger, Pull)
- Do Expert Clinicians Make the Best Managers? Evidence from Hospitals in Denmark, Australia and Switzerland. *BMJ Leader*. doi: [10.1136/leader-2021-000483](https://doi.org/10.1136/leader-2021-000483) (with Goodall).
- 2020 Feline Followers and "Umbrella Carriers": Department Chairs' Influence on Faculty Job Satisfaction and Quit Intentions. *Research Policy* 49(4): 103955 (with Goodall).
- Measuring the Working Experience of Doctors in Training. *Future Healthcare Journal* 7(3): e17-e22 (with Hockey, Vaithianathan, Beer, Goodall, Hammerton, Jarvis, Brock, Lorimer).
- Motivating doctors into leadership and management: a cross-sectional survey. *BMJ Leader*. doi: [10.1136/leader-2019-000181](https://doi.org/10.1136/leader-2019-000181) (with Bech, Geerts, Krabbe, Maigaard Axelsen, Ullum, Goodall).
- Successful Mentors in Academia: Are they Teachers, Sponsors and/or Collaborators? *Studies in Higher Education* 45(4): 723-735 (with Muschallik, Pull).
- 2019 The Impact of Peer Presence on Cheating. *Economic Inquiry* 57(2): 792-812 (with Mechtel).
- 2018 The opportunity costs of becoming a dean: Does leadership in academia crowd out research? *Schmalenbach Business Review* 70(2): 189-208 (with Backes-Gellner, Pull).
- The role of task meaning on output in groups: Experimental evidence. *Managerial and Decision Economics* 39(2): 131-141 (with Mechtel).
- 2017 Who is attracted by teamwork? Evidence of multidimensional sorting from a real-effort experiment. *German Journal of Human Resource Management* 31(1): 32-70 (with Pull).
- 2016 Time to Go? (Inter)National Mobility and Appointment Success of Young Academics. *Schmalenbach Business Review* 17(3): 401-421 (with Breuninger, Muschallik, Pull, Backes-Gellner).

- 2015 Non-tenured post-doctoral researchers' job mobility and research output: An analysis of the role of research discipline, department size, and coauthors. *Research Policy* 44: 634-650.
- The Willingness to Pay for Partial vs. Universal Equality. *Journal of Behavioral and Experimental Economics* 56: 55-61 (with Güth, Pull, Stadler).
- The downside of looking for team players in job advertisements. *Journal of Business Economics* 85(2): 157-179.
- 2014 Entitlement and the efficiency-equality trade-off: an experimental study. *Theory & Decision* 76(2): 225-240 (with Güth, Pull, Stadler).
- 2013 Risk-sorting and preference for team piece rates. *Journal of Economic Psychology* 34(1): 285-300 (with Mertins).
- Creativity, Analytical Skills, Personality Traits, and Innovative Capability: A Lab Experiment. *Homo Oeconomicus* 30(2): 203-221 (with Güth, Pull, Stadler).
- The Ambivalent Role of Idiosyncratic Risk in Asymmetric Tournaments. *Theoretical Economics Letters* 3: 16-22 (with Pull, H. Bäker).
- 2012 Beating thy Neighbor: Derby Effects in German Professional Soccer. *Journal of Economics and Statistics* 232(2012)3: 224-246 (with Mechtel, Vetter).
- 2011 Red Cards: Not Such Bad News for Penalized Guest Teams. *Journal of Sports Economics* 12(6): 621-646 (with Mechtel, Brändle, Vetter).
- 2010 Equity versus Efficiency? Evidence from Three-Person Generosity Experiments. *Games* 1(2): 89-102 (with Güth, Pull, Stadler).

Digital Articles

- 2016 Why The Best Hospitals Are Managed by Doctors. *Harvard Business Review*, 27th of December 2016, <https://hbr.org/2016/12/why-the-best-hospitals-are-managed-by-doctors#> (with Stoller, Goodall).

Non-Technical Articles

- 2020 The Certificate of Advanced Studies (CAS) course adapted to a pandemic: Restructuring the CAS course at the University of Zürich during the COVID-19 pandemic. Challenges and learnings for future change in the delivery of cardiovascular education. *European Heart Journal* 41(18): 1716-1718 (with Maisano, Taramasso, Jenny, Vicentini, Jenkins, Andreas, Pozzoli, Zuber, Mestres).

- 2017 The best academics make the best heads of department. Times Higher Education, 04th of May 2017, <https://www.timeshighereducation.com/features/what-makes-a-good-head-of-department> (with Goodall)
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Monographs

- 2010 Wer wählt Teamarbeit? Eine theoretische und empirische Analyse der Effekte der Forderung von Teamfähigkeit. München, Mering: Hampp.
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Contributions to Anthologies

- 2015 A Theory Exploring How Expert Leaders Influence Performance in Knowledge-Intensive Organizations. In: Welpel, Isabell, Jutta Wollersheim, Stefanie Ringelhan, Margit Osterloh (Eds.): Incentives and Performance: Governance of Research Organizations. Heidelberg: Springer, 49-68 (with Goodall).
- 2011 Gleich aufteilen oder effizient handeln? Theoretische Ideen und experimentelle Befunde. In: Genser, Bernd, Hans Jürgen Ramser; Manfred Stadler (Eds.): Umverteilung und soziale Gerechtigkeit. 40. Wirtschaftswissenschaftliches Seminar Ottobeuren. Tübingen: Mohr Siebeck 2011, 39-53 (with Güth, Pull, Stadler).
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Working Papers

- The importance of line managers' leader identity and professional expertise (with Bech, Goodall, Jacobsen, Pedersen) (*R&R at Public Administration*)
 - Facilitating interdisciplinary teamwork (with Maisano, Mestres) (*under review*)
 - CEO gender and risk in crisis (with Yang, Nüssli, Riepe) (*under review*)
 - Humor in the workplace (with Hofmann, Mechtel)
 - The Value of Online Staffing Platforms in the Gig Economy (with Natter)
 - Predicting Ghosting (with Natter, Mayer, Landwehr)
 - Light my Fire! Effects of Observed (In-)activity on Effort Choice in Teams (with Zaby).
 - Will you work or will you shirk? Heterogeneous attitudes and effort choices in teams (with Zaby).
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Work in Progress

- CEO gender and risk (with Yang, Nüssli, Tenzer)
 - Doctors as leaders (with Goodall, McCabe)
 - Personality, Team Building, and Team Performance (with Zaby)
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