

Wednesday, March 25th, 2015

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| 20.00 | Brandauers Bierbögen | Get Together Dinner |
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Thursday, March 26th, 2015

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| 08.30 - 09.00 | Seminar Room 05 | Registration |
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| 09.00 - 09.50 | Welcome | Organizing Committee (U. Backes-Gellner, O. Fabel, M. Kräkel, K. Pull) | |
| Lecture Hall 06 | Plenary P1 Christine Harbring University of Aachen (Chair) | Rohlfing-Bastian, Anna University of Tübingen Schöttner, Anja University of Konstanz | Optimal allocation of decision-making authority and the provision of incentives under uncertainty |

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| 9.50 - 10.05 | Seminar Room 05 | Coffee break |
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| 10.05 - 11.50 | | A1: Lecture Hall 06 | | A2: Lecture Hall 07 | | A3: Lecture Hall 08 | | A4: Lecture Hall 09 | |
|--|---|--|---|--|--|--|---|---------------------|--|
| Chair: | Believes and management culture | Chair: | Managers' contribution | Chair: | Performance pay and worker productivity | Chair: | Education and training | | |
| Jan Wilhelm | | Gerd Mühlheuß | | Kerstin Pull | | Arjan Non | | | |
| Fischer, Mira; Sliwka, Dirk | Investment in learning and beliefs about knowledge and talent: Experimental evidence on the effects of two dimensions of confidence | Hentschel, Sandra; Mühlheuß, Gerd; Sliwka, Dirk | The contribution of managers to organizational success: Evidence from German soccer | Bryson, Alex; Forth, John; Stokes, Lucy; Weale, Martin | Who fared best? The fortunes of performance-pay and fixed-pay workers through recession | Non, Arjan | Reciprocity and training | | |
| Staffeldt, Andreas; Wilhelm, Jan | Expectations and hidden costs of control - A framing approach | Duran, Mihael; Hildenbrand, Andreas | Family firms and market performance: About different management styles | Jirjahn, Uwe; Mohrenweiser, Jens | Performance pay and applicant screening | Backes-Gellner, Uschi; Pfister, Curdin; Tuor-Sartore, Simone N. | Different educational careers and variation in earnings: A variance decomposition regarding type and field of education | | |
| Antons, David; Graff, Frederik; Harbring, Christine; Salge, Oliver | The influence of error culture and task-inherent learning opportunities on error reporting behavior: A laboratory experiment | | | Brosig-Koch, Jeanette; Hennig-Schmidt, Heike; Kairies, Nadja; Wiesen, Daniel | How effective are pay-for-performance incentives for physicians? A laboratory experiment | Steffes, Susanne; Warnke, Arne Jonas | Gender differences in Wages and Training | | |

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| 11.50 - 13.00 | Lunch break (not organized) |
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| 13.00 - 14.45 | | | | | | | |
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| B1: Lecture Hall 06 | | B2: Lecture Hall 07 | | B3: Lecture Hall 08 | | B4: Lecture Hall 09 | |
| Chair: Alex Bryson | Influence groups and innovation | Chair: Rudi Stracke | Learning and career concerns | Chair: Petra Nieken | Beyond monetary rewards | Chair: Matthias Heinz | Incentives in teams |
| Barth, Erling; Bryson, Alex ; Dale-Olson, Harald | Do unions kill innovation? | Araki, Shota; Kawaguchi, Daiji ; Onozuka, Yuki | University prestige, performance evaluation and promotion: Estimating the employer learning model using personnel datasets | Kvaløy, Ola; Nieken, Petra ; Schöttner, Anja | Hidden benefits of reward: A field experiment on motivation and monetary incentives | Friebel, Guido; Heinz, Matthias ; Krüger, Miriam; Zubanov, Nick | Team incentives and performance: Evidence from a retail chain |
| Buchwald, Achim ; Steinmetz, Alexander; Thöne, Miriam; Thorwarth, Susanne | Outside directors on the board, competition and innovation | Kerschbamer, Rudolf; Stracke, Rudi ; Sunde, Uwe | Immediate or delayed rewards? On the timing of rewards in multi-stage promotion contests | Chadi, Adrian; Hetschko, Clemens | How job changes affect people's lives - Evidence from subjective well-being data | Kiss, David ; Yang, Philip; Xu, Xian | Newbies and teams: How newcomers thrive and prosper |
| Balsmeier, Benjamin ; Fleming, Lee; Manso, Gustavo | Independent boards and innovation | Englmaier, Florian; Fahn, Matthias; Schwarz, Marco A. | Long-term employment relations when agents are present-biased | Bryson, Alex; Forth, John ; Stokes, Lucy | Does worker wellbeing affect workplace performance? | Bäker, Agnes ; Zaby, Alexandra | Will you work or will you shirk? Decomposing the driving forces behind effort choices in teams |

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| 14.45 - 15.00 | Seminar Room 05 | Coffee break |
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| 15.00 - 16.45 | | | | | | | |
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| C1: Lecture Hall 06 | | C2: Lecture Hall 07 | | C3: Lecture Hall 08 | | C4: Lecture Hall 09 | |
| Chair: Benjamin Balsmeier | Organization of teams | Chair: John Forth | Performance appraisal | Chair: Martin Schneider | Firms on the downside | Chair: Agnes Bäker | In public service |
| Gerhards, Leonie ; Heinz, Matthias | In good times and bad - Reciprocal behavior at the workplace in times of economic crises | Owan, Hideo ; Takahashi, Shingo; Tsuru, Tsuayoshi; Uehara, Katsuhito | Multitasking incentives and biases in subjective performance evaluation | Breda, Thomas ; Bryson, Alex; Forth, John | Plant-level productivity in a declining market: The case of union locals | Backes-Gellner, Uschi; Balestra, Simone | Slow child left behind? Distributional effects of class size and the revival of teacher's aide |
| Delfgaauw, Josse; Dur, Robert; Souverein, Michiel | Incentives, team task allocation and job satisfaction: A field experiment | Kabst, Rüdiger; Krebs, Benjamin ; Wehner, Marius C. | The moderating effect of employee skill composition and industry skill intensity on the relationship between talent management and performance | Fackler, Daniel ; Müller, Steffen; Stegmaier, Jens | Shadow of death and the exogeneity of job displacements: Comparing mass layoffs, plant closures, and bankruptcies | Grund, Christian; Thommes, Kirsten | Public service motivation - Disentangling the role of contract types and disparities within the public sector |
| Lackner, Mario ; Stracke, Rudi; Sunde, Uwe; Winter-Ebmer, Rudolf | Are competitors forward looking in strategic interactions? Evidence from the field | Peiß, Matthias | Performance feedback, identity, and work engagement | Bryson, Alex; Dale-Olson, Harald ; Gulbrandsen, Trygve | Does it all come tumbling down? Family ownership, workplace closure and the recession | Dur, Robert; van Lent, Max | Serving the public interest in several ways: Theory and empirics |

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| 16.45 - 17.00 | Seminar Room 05 | Coffee break |
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| 17.00 - 18.45 | | D1: Lecture Hall 06 | | D2: Lecture Hall 07 | | D3: Lecture Hall 08 | | D4: Lecture Hall 09 | |
| Chair: Robert Simmons | Human capital and mobility | Chair: Christian Grund | The risk-efficiency trade-off | Chair: Renate Ortlieb | Managing personnel | Chair: Arne Jonas Warnke | Determinants of absenteeism | | |
| Giesing, Yvonne; Laurentsyeva, Nadzeya | Human capital constraints and firms' productivity: Evidence from the sequential opening of EU labour markets | Efing, Matthias; Hau, Harald; Kampkötter, Patrick; Steinbrecher, Johannes | Incentive pay and bank risk-taking: Evidence from Austrian, German, and Swiss banks | Herbold, Daniel | Optimal rest break schemes | Böddeker, Konstantin; Frick, Bernd | Employee absenteeism: Determinants in the international context | | |
| Frick, Bernd; Göke, Stefan; Simmons, Robert | Human capital, personnel turnover and team performance: Empirical evidence from the German 'Bundesliga' | Bossler, Mario; Grunau, Philipp | Asymmetric information in external versus internal promotions | Arnold, Daniel; de Pinto, Marco | Sickness absence, presenteeism and work-related characteristics | Frick, Bernd; Stein, Friedrich | Timing matters: Worker absenteeism in a weekly backward rotating shift system | | |
| Dietz, Daniel; Zwick, Thomas | You retain whom you train. Analyzing the effect of training on employee retention | Cadsby, C. Bram; Song, Fei; Zubanov, Nick | The "sales agent" problem: Risk aversion and effort under multiplicative noise | Grunau, Philipp | Literacy and numeracy abilities of overeducated and undereducated workers: Revisiting the allocation process in the labour market | Goerke, Laszlo; Lorenz, Olga | Commuting and sickness absence | | |

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| 20.00 | Zwölf Apostelkeller | Dinner |
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Friday, March 27th, 2015

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| 08.30 - 09.15 Lecture Hall 06 | Plenary P2 Florian Englmaier Ludwig-Maximilians-Universität München (Chair) | Mühlheußner, Gerd University of Hamburg Roider, Andreas University of Regensburg Wallmeier, Niklas University of Hamburg | Gender differences in honesty: Groups versus individuals |
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| 9.15 – 09.20 | Change lecture room |
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| 09.20 – 10.30 | | | | | | | |
| E1: Lecture Hall 06 | | E2: Lecture Hall 07 | | E3: Lecture Hall 08 | | E4: Lecture Hall 09 | |
| Chair: Tom McKenzie | Corporate culture | Chair: Jan Sauermann | Training and productivity | Chair: Oliver Gürtler | Discrimination and stereotypes | Chair: Colin P. Green | Fairness and pay |
| McKenzie, Tom; Rutherford, Alasdair | Career concerns versus shared values: An empirical investigation | Sauermann, Jan | Reciprocity and training outcomes | Özdemir-Rose, Yilmaz; Schneider, Martin R. | Performance evaluations and the liability of foreignness: Evidence from the Kicker Grades of soccer players in the German Bundesliga | Breitwieser, Maria | Efficiency wages and reciprocity |
| Bryson, Alex; Gospel, Howard; Pendleton, Andrew | Ownership and pay in Britain | Jansen, Anika; Pfeifer, Harald; Schönfeld, Gudrun; Wenzelmann, Felix | Firms training costs in times of decreasing numbers of applicants for apprenticeships - An analysis based on the BIBB-Cost-Benefit-Surveys 2007 and 2012/13 | Gürtler, Marc; Gürtler, Oliver | Promotion signaling and positive discrimination policies | Bryson, Alex; Clark, Andrew E.; Freeman, Richard B.; Green, Colin P. | Share capitalism and worker wellbeing |

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| 10.30 - 10.45 | Seminar Room 06 | Coffee break |
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| 10.45 - 11.55 | | | | | |
| F1: Lecture Hall 06 | | F2: Lecture Hall 07 | | F3: Lecture Hall 08 | |
| Chair: Patrick Kampkötter | Determinants of pay | Chair: Andreas Roider | Gender and behavior | Chair: Christian Hopp | Entrepreneurship |
| Gogova, Martina N.; Kragl, Jenny | Wage bargaining when workers have fairness concerns | Özdemir-Rose, Yilmaz; Rose, Anica | Subjective appraisals of career potential: Do gender and the superior-subordinate dyads matter? | Ponti, Giovanni; Sartarelli, Marcello; Sikora, Iryna; Zhukova, Vita | The price of entrepreneurship. Evidence from the lab |
| Backes-Gellner, Uschi; Rinawi, Miriam | Occupational skills and the evolution of wages | Steffes, Susanne | Female career support and gender differences in job attitudes | Hopp, Christian; Minarikova, Dana; Speil, Alexander | A chip off the old block? The influence of family relation intensity on transmitting entrepreneurial intentions through parental role modelling |

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| 11.55 - 13.00 | Lunch break (not organized) |
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13.00 - 14.45

| G1: Lecture Hall 06 | | G2: Lecture Hall 07 | | G3: Lecture Hall 08 | |
|--|---|--|---|---|---|
| Chair: Thomas Zwick | Research productivity and creativity | Chair: Achim Buchwald | Women in management | Chair: Adrian Chadi | Mobility and signaling |
| Ayaita, Omar Adam; Backes-Gellner, Uschi; Pull, Kerstin | Research productivity beyond journal articles: Productivity patterns of researchers over time | Flabbi, Luca; Macis, Mario; Moro, Andrea; Schivardi, Fabiano | Do female executives make a difference? The impact of female leadership on gender gaps and firm performance | DeVaro, Jed; Kauhanen, Antti; Valmari, Nelli | Internal and external hiring: The role of prior job assignments |
| Laske, Katharina; Schröder, Marina | Quantity, quality, and novelty: Direct and indirect effects of incentives on creativity | Buchwald, Achim; Hottenrott, Hanna | Women on the board and executive duration - Evidence for European listed firms | Chadi, Adrian; Goerke, Laszlo | Missing at work – Sickness-related absence and subsequent job mobility |
| Frosch, Katharina; Hoisl, Karin; Zwick, Thomas | The power of individual-level drivers of inventive performance | Joecks, Jasmin | How to get women on board(s)? The role of a female-friendly environment | Moog, Petra; Peter, Tamara; Petzold, Knut | Does job market signaling affect studying abroad? Results of a factorial survey study |

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| 14:45 - 15.00 | Skyounge | Change Room |
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| 15.00 - 15.50 | Keynote Uschi Backes-Gellner University of Zürich (Chair) | Edward P. Lazear Stanford University | Personnel Economics: Using economics to understand people issues |
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| 15.50 | Skyounge | Farewell Snack |
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