

17th Colloquium on Personnel Economics, 19 – 21 March 2014

Venue: University of Cologne | Seminargebäude | Albertus-Magnus-Platz | 50923 Cologne

March, 19, 2014

„Get Together“ at “Früh Brauhaus”; Am Hof 12-18 | 50677 Cologne

March, 20, 2014

Registration

Welcome (Room S01)

Keynote (Room S01; Chair: Matthias Kräkel)

Andrea Ichino

Coffee break

A1: Careers Chair: Guido Friebel (Room S01)		A2: Screening & Self-Selection Chair: Matthias Heinz (Tagungsraum)		A3: Education Chair: Uschi Backes-Gellner (Room S11)		A4: Job Satisfaction Chair: Adrian Chadi (Room S12)	
De Varo, Jed; Kauhanen, Antti	An “Opposing Responses” Test of Alternative Promotion Models	Bradler, Christiane	How creative are you? - An experimental study on competitive incentive schemes and multidimensional sorting in creative tasks	Rinawi, Miriam ; Krapf, Matthias; Backes-Gellner, Uschi	Labor Market Transitions after Involuntary Job Loss: What is the Role of Occupational Specificity?	Grund, Christian; Martin, Johannes; Minten, Axel	Temporary Agency Work in Germany - Employment Structure, Matching and Job Satisfaction
Hakenes, Hendrik; Katolnik, Svetlana	On the Incentive Effect of Job Rotation	Bernhard, Mark; Dohmen, Thomas; Non, Arjan ; Rohde, Ingrid	Performance Pay and Multidimensional Sorting Revisited: The Role of Choice Sets, Preferences and Personality Traits	Ehrmann, Thomas; Koch, Alfred ; Meiseberg, Brinja	Determinants of the pre-university time on the individual bachelor study success within the Bologna system	Kampkötter, Patrick	Performance Appraisals and Job Satisfaction
Friebel, Guido ; Raith, Michael	Managers; Training, and Internal Labor Markets	Gill, Andrej; Heinz, Matthias ; Schumacher, Heiner	Trust, Trustworthiness and Selection into the Financial Industry	Balestra ; Backes-Gellner, Uschi	Heterogenous Returns to Education over the Wage Distribution: Who Profits the Most?	Chadi, Adrian ; Hetschko, Clemens	The Magic of the New: How Job Change Affects Job Satisfaction

12.00 Lunch break: Mensa

B1: Vocational Education & Training Chair: Arne Warnke (Room S01)		B2: Mobility & Screening Chair: Oliver Gürtler (Tagungsraum)		B3: Teams Chair: Matthias Fahn (Room S11)		B4: Reciprocity I Chair: Tobias Brändle (Room S12)	
Rupietta, Christian; Meurer, Johannes; Backes-Gellner, Uschi	Vocational Education and Innovation Interdependencies	Kolaska, Thomas	Good Jobs, Screening, and Labour Productivity - Evidence from the Field	Laske, Katharina; Manthei, Kathrin; Sliwka, Dirk	Incentive Schemes, Helping Behaviour, and Productivity - A Real Effort Experiment	Florian Englmaier; Thomas Kolaska; Stephen Leider	Reciprocity in Organisations: Evidence from the WERS
Mohrenweiser, Jens; Zwick, Thomas; Wydra-Sommaggio, Gabrielle	Adverse Selection and Information Advantages of Training Firms	De Varo, Jed; Gürtler, Oliver	Advertising and Labor Market Matching: A Tour Through the Times	Grund, Christian; Harbring Christine; Thommes, Kirsten	The Impact of Temporary Work on Cooperation in Teams	Brändle, Tobias	Inefficient Training Reciprocity
Steffes, Susanne; Warnke, Arne Jonas	New Evidence on the Determinants of Firm-based Training	Dur, Robert; Schmittdiel, Heiner	Paid to Quit	Fahn, Matthias; Hakenes, Hendrik	Team-work as a Self-Disciplining Device	Micevski, Maria	Reciprocity and the Labor Market

15.00 Coffee break

C1: Contract Theory Chair: Daniel Herbold (Room S01)		C2: Feedback & Recognition Chair: Nick Zubanov (Tagungsraum)		C3: HRM Survey Data I Chair: Susanne Steffes (Room S11)		C4: Reciprocity II Chair: Daniel Wiesen (Room S12)	
Olcay, Nadide Banu	Dynamic Incentive Contracts with Termination Threats	Gerhards, Leonie; Siemer, Neele	Private vs. Public Feedback - The Incentive Effects of Symbolic Awards	Kampkötter, Patrick; Laske, Katharina; Mohrenweiser, Jens; Sliwka, Dirk; Steffes, Susanne; Wolter, Stefanie	Employer and Employee Perspectives on Human Resource Management in Germany – Evidence from the new Linked Personnel Panel	Eisenkopf, Gerald	Unequal Incentives and Perceived Fairness in Groups
Herbold, Daniel	Relational Retention	Hoogveld, Nicky; Zubanov, Nick	The power of (no) recognition: Experimental evidence from the university classroom	Muehler, Grit; Steffes, Susanne; Walther, Axel	The Heterogeneity of Human Resource Management in Germany	Gürtler, Oliver; Walkowitz, Gari; Wiesen, Daniel	Behaving kindly, talking about it, and being rewarded for it?! A theoretical and experimental investigation

16.2: Coffee break

16.45-17.55

D1: The Economics of Organization Chair: Josse Delfgaauw (Room S01)		D4: Co-Determination & Pensions Chair: Steffen Müller (Tagungsraum)		D3: HRM Survey Data II Chair: Arnold Daniel (Room S11)		D4: Reciprocity III Chair: Karina Gose (Room S12)	
Kräkel, Matthias; Schöttner, Anja	Optimal Sales Force Compensation	Weiß, Dominik	Worker participation and European Society (SE) – An empirical analysis at the state level	Bossler, Mario	Occupational Pension: Effective HR Strategy or Selection?	Krueger, Miriam	What are the Costs of a Pay Cut? Evidence from a Personnel Consulting Firm
Delfgaauw, Josse; Swank, Otto	Task-specific human capital and organizational inertia	Mueller, Steffen; Stegmaier, Jens	The Dynamic Effects of Works Councils on Labor Productivity: First Evidence from Panel Data	Arnold, Daniel	The intensive margin of sickness presenteeism: Empirical evidence from European survey data	Gose, Karina, Sadrieh, Karim	Organizational distance and reciprocity in labor relationships

18.00

Keynote (Room S01; Chair: Oliver Fabel)
Michael Waldman

20.00

Dinner at "Comedia Wagenhalle"; Vondelstraße 4-8 | 50677 Köln Neustadt-Süd

March, 21, 2014

9.00-10.45

E1: Mobility & Wages Chair: Robert Simmons (Room S01)		E2: Compensation Chair: Peter Werner (Tagungsraum)		E3: Gender I Chair: Astrid Kunze (Room S11)		E4: Monitoring Chair: Anastasia Danilov (Room S12)	
Berri, David; Holmes, Pul; Simmons, Robert	Moneyball and the baseball players' labor market	HomRoy, Sowarnedeeep	Was Adam Smith Right? Evidence of Compensating Differential in CEO Pay	Grund, Christian	Gender Pay Gaps among Highly Educated Professionals – Compensation Components Do Matter	Delfgaauw, Josse; Souverijn, Michiel	Biased Supervision
Martin, Johannes; Walter, Tanja	Inter-Firm Job Mobility in Germany: Consequences for Management Compensation Components	Bolton, Gary; Ockenfels, Axel; Werner, Peter	How managerial wage transparency may reduce shareholder returns – Evidence from an experiment	Kunze, Astrid	Why are so few women on top ranks?	Belot, Michèle; Schröder, Marina	The Spillover Effects of Monitoring: A Field Experiment
Koßmann, Ralf	Determinants and Effectiveness of Job Search Channels – The Role of Personality	Jeworrek, Sabrina; Mertins, Vanessa	Do Self-Determined Wages Really Improve Employees' Performance? Evidence from a Randomized Field Experiment	Parrotta, Pierpaolo; Smith, Nina	Female-led firms: Performance and risk attitudes	Danilov, Anastasia; Sliwka, Dirk	Can Contracts Signal Social Norms? - Experimental Evidence

10.45 Coffee break

11.00-12.45

F1: Peer Effects Chair: Mario Mechtel (Room S01)		F2: Pay for Performance Chair: John Forth (Tagungsraum)		F3: Gender II Chair: Matthias Krapf (Room S11)		F4: Tournaments Chair: Robert Simmons (Room S12)	
Cornelissen, Thomas; Dustmann, Christian; Schönberg, Uta	Peer Effects in the Workplace	Minarikova, Dana	What Different Principals do Differently: A Theoretical and Empirical Analysis of the Agency Problem in Companies with Concentrated Ownership	Frick, Bernd; Kolle, Andre; Rose, Anica	Gender Diversity is Detrimental to Team-Performance: Evidence from Five Consecutive Years of an Undergraduate Business Strategy Game	Brown, Alasdair; Chowdhury, Subhasish M.	Sabotage in Handicap Contests
Georganas, Sotiris; Tonin, Mirco; Vlassopoulos, Michael	Peer Pressure and Productivity: The Role of Observing and Being Observed	Forth, John; Bryson, Alex; Stokes, Lucy	Are Firms Paying More For Performance?	Joecks, Jasmin	Work and Family Practices and Employee Turnover - A cross country comparison based on different welfare regimes	Stracke, Rudi; Höchtl, Wolfgang; Kerschbamer, Rudolf; Sunde, Uwe	Optimal Prizes in Dynamic Elimination Contests: Theory and Experimental Evidence
Bäker, Agnes; Mechtel, Mario	Peer Effects in Cheating on Task Performance	Strych, Jan-Oliver	Job Rotation, Incentive Design, and Inter-Employee Relations	Krapf, Matthias; Ursprung, Heinrich W.; Zimmermann, Christian	Parenthood and Productivity of Highly Skilled Labor: Evidence from the Groves of Academe	Green, Colin; Lozano, Fernando; Simmons, Robert	Rank-order tournaments, probability of winning and investing in talent: Evidence from Champions League qualifying rules

12:50-13.00

PERSONALquarterly
Best Paper Award for Young Scientists

13.00

Farewell, Fingerfood & Snacks