



February, 19, 2013

19.30

„Get Together“ at “Die Kelter”

Schmiedtorstraße 17 | 72070 Tübingen | <http://diekelter.de/>

February, 20, 2013

8.15

Registration: Room S1

8.45

Welcome ("Hörsaal")

9.00-9.45

Empirical Field Data Plenary ("Hörsaal"; Chair: Oliver Fabel)

Backes-Gellner, Uschi; Bäker, Agnes; Breuninger, Susanne; Muschallik, Julia; Pull, Kerstin: Academic mobility, time to tenure and reputation of tenure granting institution: A theoretical and empirical analysis

9.45-10.00

coffee break: Room S1

10.00-12.00

A1: Incentives Chair: Dirk Sliwka ("Hörsaal")		A2: Ausbildung (German) Chair: Christian Grund (Room S2)		A3: Peer Effects & Teams Chair: Vanessa Mertins (Room S3)	
Eisenkopf, Gerald	Manager Incentives as Contest Regulation Devices	Backes-Gellner, Uschi; Oswald, Yvonne	Learning for a bonus: How financial incentives interact with preferences	Bolli, Thomas; Schläpfer, Jörg	Mobility, Peer Effects and Publication Productivity in Economics
Schnedler, Wendelin	Incentive Design and Distorted Behavior	Dietrich, Hans; Pfeifer, Harald; Wenzelmann, Felix	The training investment of firms and post-training wages of former apprentices	Bäker, Agnes; Mechtel, Mario	The role of task meaning on output in groups: Experimental evidence
Bradler, Christiane; Neckermann, Susanne; Warnke, Arne Jonas	Incentives and Creativity	Jansen, Anika; Pfeifer, Harald	Pre-training competencies and the productivity of apprentices		

12.00-13.15

lunch break: Room S1

13.15-15.15

B1: Equity & Social Preferences	
Chair: Christine Harbring ("Hörsaal")	
Fabel, Oliver; Zhang, Yingchao; Thomann, Christian	Pay Inequity and Job Performance: The Case of Back-office Employees in an Insurance Company
Sliwka, Dirk	Arrogance and Ability - On the Correlation between Talent and Social Preferences
Fahn, Matthias; Merlo, Valeria; Wamser, Georg	Relational Contracts and the Commitment Role of Equity

B2: Geschlecht (German)	
Chair: Susanne Warning (Room S2)	
Dato, Simon; Nieken, Petra	Gender differences in Competition and Sabotage
Joecks, Jasmin; Pull, Kerstin; Backes-Gellner, Uschi	Childbearing in Academia: In how far is it related to Research Productivity?
Mertins, Vanessa; Hoffeld, Wolfgang	Gender, Overconfidence, and Differences in Cooperativeness

B3: Internationalization & Downsizing	
Chair: Alex Bryson (Room S3)	
Martin, Johannes	Self-Employment Earnings and Migration Background
Bossler, Mario	What makes firms using foreign labor markets? Foreign employees reduce the reluctance
Drzensky, Frank; Heinz, Matthias	The Hidden Costs of Downsizing

15.15-15.30

coffee break : Room S1

15.30-17.30

C1: Wages & Shift Plans	
Chair: Arjan Non ("Hörsaal")	
Bryson, Alex; Clark, Andrew E.; Freeman, Richard B.	Does How You Are Paid Affect the Way You Feel?
Hirsch, Boris; Zwick, Thomas	Who is hit by wage reductions? A micro-analysis using linked employer-employee data
Frick, Bernd; Simmons, Robert; Stein, Friedrich	The Adverse Effects of "Healthy" Shift Plans: Evidence from a Large German Automobile Plant

C2: Arbeitsbeziehungen (German)	
Chair: Dieter Sadowski (Room S2)	
Krug, Gerhard; Stegmaier, Jens	Demographische Faultlines in Betrieben: Zur Rolle von Betriebsräten bei der Bewältigung von Konflikten
Arnold, Daniel ; Brändle, Tobias; Goerke, Laszlo	Sickness Absence, Works Councils, and Personnel Problems
Gose, Karina; Sadrieh, Abdolkarim	The detrimental effect of uniform wages and collective actions on efficiency in reciprocal labor relations

C3: Search, Selection & Retention	
Chair: Gerald Eisenkopf (Room S3)	
Herbold, Daniel	Effort Incentives and On-the-Job Search: An Alternative Role for Efficiency Wages in Employment Contracts
Fischer, Mira; Kampkötter, Patrick	Striving for Excellence: Elite Universities, Students' Evaluations and Enrollment Choice
Rinawi, Miriam; Backes-Gellner, Uschi	Should I stay or should I go? - The Effect of Performance Pay on the Retention of Apprenticeship Graduates

17.35-18.20

Theoretical Plenary ("Hörsaal"; Chair: Matthias Kräkel)

Stracke, Rudi; Sunde, Uwe: Heterogeneity Can Be Good: Revisiting the Effect of Tournament Incentives

19.30

Dinner at "Casino"

Wöhrdstraße 25 | 72072 Tübingen | <http://www.casino-am-neckar.de/>

February, 21, 2013

9.00-11.00

D1: Performance Evaluation & Career Concerns Chair: Petra Nieken ("Hörsaal")		D2: Vertragstheorie & Mentoring (German) Chair: Wendelin Schnedler (Room S2)		D3: Manager & Aufsichtsräte (German) Chair: Bernd Frick (Room S3)	
Hakenes, Hendrik; Katolnik, Svetlana	Divide et Impera: Curbing Agents' Duties to Remain in Office	Mauch, Carolin	Feedback in a multi-task dynamic tournament	Pfeifer, Christian	Base Salaries, Bonus Payments, and Work Absence among Managers in a German Company
Frederiksen, Anders; Lange, Fabian; Kriechel, Ben	Subjective Performance Evaluations and Employee Careers	Güth, Werner; Pull, Kerstin; Stadler, Manfred	Delegation, Worker Compensation, and Strategic Competition	Duran, Mihael	Board directors preferences What are good aggregation rules?
Manthei, Kathrin; Sliwka, Dirk	Multitasking and the Benefits of Objective Performance Measurement - Evidence from a Field Experiment	Muschallik, Julia	Mentoring in the Creation of Human and Social Capital Effects on Time to Tenure	Walter, Tanja; Grund, Christian	Bonus Payments for Managers and the Economic Crisis – Evidence from the German Chemical Sector

11.00-11.15

coffee break: Room S1

E1: Human Capital	
Chair: Kerstin Pull ("Hörsaal")	
11.15-12.35	<p>Wolter, Stefan; Strupler Leiser, Mirjam; Wenzelmann, Felix; Jansen, Anika</p> <p>The effect of labor market regulations on the benefits of apprenticeship training</p>
	<p>Rupietta, Christian; Backes-Gellner, Uschi</p> <p>How do firms combine HRM practices and human capital portfolios to achieve high innovation performance?</p>

E2: Sozialkapital & Zeitarbeit (German)	
Chair: Kathrin Manthei (Room S2)	
11.15-12.35	<p>Koßmann, Ralf</p> <p>Facing the Faceless – Efficiency of Social Capital in the Job Search Process</p>
	<p>Hopp, Christian; Minten, Axel; Toporova, Nevena</p> <p>Zeitarbeit und Motivation - Der Einfluss von Dauer und Häufigkeit von Zeitarbeitsprojekten auf die Motivation der Zeitarbeitnehmer</p>

12.40-13.25	Experimental Plenary ("Hörsaal"; Chair: Uschi Backes-Gellner)
	Danilov, Anastasia; Biermann, Torsten; Kring, Thorn; Sliwka, Dirk: The dark side of team incentives: Experimental evidence on advice quality from financial service professionals

13.25	PERSONALquarterly Best Paper Award for Young Scientists
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13.35 Farewell, Fingerfood & Snacks: Room S1