

## 15th Colloquium on Personnel Economics, 14 – 16 March 2012

### 15. Kolloquium zur Personalökonomie, 14. – 16. März 2012

#### *Programme (06 March)*

**Venue:** Universität Paderborn, Warburgerstr. 100, 33098 Paderborn, Building O

How to get there? <http://www.uni-paderborn.de/anreiselageplan>

#### **Wednesday, 14 March 2012**

19:30 „Get Together“ at the restaurant and pub **Paderborner Brauhaus:**  
Kisau 2 | 33098 Paderborn | telephone number 05251 / 282554

#### **Thursday, 15 March 2012**

08:00 **Registration and welcome**  
Registration office: O 1.252

09:00 – 09:45 **Invited Lecture**  
Room: O 1.267 Chair: Bernd Frick

<u>Alex Bryson</u> (London School of Economics) Richard Freeman (Harvard)	Company Share Plans – Gift or Incentive? Evidence from a Multinational Corporation
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10:15 – 12:30 **Parallel Sessions A**

**English A 1: Collective and Individual Bargaining**  
Room: O 0.207 Chair: Dieter Sadowski

<u>Tobias Brändle</u> (Uni Tübingen) <u>Laszlo Goerke</u> (Uni Trier)	Collective Bargaining and Agreements and Employment Growth
Peter Ellguth (IAB, Nürnberg) Hans-Dieter Gerner (IAB, Nürnberg) <u>Jens Stegmaier</u> (IAB, Nürnberg)	Work Councils, Opening Clauses and Wages
Marcus Dittrich (TU Chemnitz) <u>Silvio Städter</u> (TU Chemnitz)	Moral Hazard and Bargaining over Incentive Contracts

**English A 2: Training and efficiency wages**  
Room: O 1.267 Chair: Susanne Warning

<u>Jens Mohrenweiser</u> (ZEW) <u>Thomas Zwick</u> (LMU and ZEW)	Reasons for Rent Sharing between Employers and their Employees
<u>Uschi Backes-Gellner</u> (Uni Zürich) <u>Christian Rupiotta</u> (Uni Zürich)	Are Apprenticeship-training Firms more Innovative than Non-apprenticeship-training Firms?
Karina Gose (Uni Magdeburg)	Efficiency Wages Survive Multiple Sources of Income Inequality

**English      A3: Teams and performance**

Room: O 1.224

Chair: Wendelin Schnedler

<u>Sandra Hentschel</u> (Uni Bielefeld) Gerd Muehlheusser (Uni Hamburg) <u>Dirk Sliwka</u> (Uni Köln)	Managerial Change and Team Performance: The Impact of Team Heterogeneity
<u>Thomas Delclite</u> (Uni Lille) Sébastien Richard (Uni Lille) Nicolas Vaneecloo (Uni Lille)	Increasing the Firm Efficiency by Raising Ability Heterogeneity Inside Work Teams. An Empirical Study of a Retail Firm.
Hendrik Hakenes (Uni Bonn) <u>Svetlana Katolnik</u> (Uni Hannover)	The Optimal Size of Teams and Overconfidence

**German      A 4: Experiments**

Room: O 1.258

Chair: René Fahr

<u>Charlotte Klempt</u> (Uni Tübingen) Kerstin Pull (Uni Tübingen)	Committing to Incentives: Should the Decision To Sanction be Revealed?
Pia Lünstroth (Uni Trier) <u>Vanessa Mertins</u> (Uni Trier)	Tournaments and Team-based Compensation: The influence of status
<u>Andrea Hammermann</u> (RWTH Aachen) Alwine Mohnen (RWTH Aachen) Petra Nieken (Uni Bonn)	Whom to Choose as a Team Mate? – A Lab Experiment about In-Group Favoritism

12:30 – 14:00 **Lunch break**14:00 – 17:00 **Parallel Sessions B****English      B 1: Performance management**

Room: O 0.207

Chair: Christine Harbring

<u>Ben Kriechel</u> (Uni Masstricht) Jan Sauermann (Uni Masstricht)	Under Pressure: Supervisor's Role in Implicit Targets and Efforts
<u>Christiane Bradler</u> (ZEW) Robert Dur (Uni Rotterdam) Susanne Neckermann (ZEW) Arjan Non (Uni Masstricht)	Employee Recognition and Performance: A Field Experiment
Stefan Terstiege (Uni Bonn)	Objective vs. Subjective Performance Evaluations

**English B 2: Lifelong learning and employment systems**  
 Room: O 1.267 Chair: Dirk Sliwka

Julia Lang (TU Dortmund)	The aims of lifelong learning: age-related effects of training on wages and job security
Thomas Zwick (LMU)	Training old employees: what is effective?
<u>Marlies Kluike</u> (Uni Tübingen) Kerstin Pull (Uni Tübingen)	Similar but still different - How US-MNCs in Switzerland and Germany utilize host-country training and skill practices
David Marsden (London School of Economics)	Individual Voice in Employment Relationships: A Comparison Under Different Forms of Workplace Representation

**German B 3: Pay**  
 Room: O 1.224 Chair: Renate Ortlieb

Andrea Hammermann (RWTH Aachen) <u>Andreas Staffeldt</u> (RWTH Aachen)	Paying Respect or Paying Money
<u>Nevena Toporova</u> (RWTH Aachen) <u>Oliver Fabel</u> (Uni Wien)	Equal pay – better performance? Empirische Evidenz in der metallverarbeitenden Industrie
<u>Uschi Backes-Gellner</u> (Uni Zürich) <u>Simone Balestra</u> (Uni Zürich)	When a door closes a window opens?
<u>Christian Grund</u> (Uni Duisburg-Essen) <u>Johannes Martin</u> (Uni Duisburg-Essen)	Monetary Reference Points of Managers

**German B 4: Increasing performance**  
 Room: O 1.258 Chair: Christian Pfeifer

<u>Michael Beckmann</u> (Uni Basel) <u>Istvan Hegedüs</u> (Uni Basel)	Trust-based Working Time and Organizational Performance
Susanne Breuninger (Uni Tübingen)	„Expatriation“ im Hochschulsektor: Machen Auslandsaufenthalte Wissenschaftler produktiver?
<u>Julia Muschallik</u> (Uni Tübingen) Kerstin Pull (Uni Tübingen)	Personalförderprogramme an Hochschulen: Die Produktivitätseffekte formaler und informaler Mentoring-Beziehungen im Vergleich
Klaus Brösamle (Hertie School of Governance)	Misery as a Stepping Stone: How and Why Natural Disasters and Violent Conflicts Accelerate Diplomats' Careers

**17:15 – 18:00 Theoretical Research Plenary**  
 Room: O 1.267 Chair: Matthias Kräkel

Steffen Reichmann (E.ON AG) <u>Anna Rohlfing</u> (WHU)	Decentralized Task Assignment and Centralized Contracting: On the Optimal Allocation of Authority
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**German****C 3: Training**

Room: O 1.224

Chair: Petra Nieken

<u>Christian Pfeifer (Uni Lüneburg)</u>	Intra-firm Wage Compression and Cost Coverage of Training: Evidence from German Linked Employer-Employee Data
<u>Samuel Muehleemann (Uni Bern)</u> <u>Harald Pfeifer (BIBB)</u> <u>Felix Wenzelmann (BIBB)</u>	The Costs of Recruiting Apprentices: Evidence from German Firm-level Data
<u>Kathrin Breuer (Uni Köln)</u> <u>Patrick Kampkötter (Uni Köln)</u>	Do Employees Reciprocate to Intra-firm Training?
<u>Johanna Flore (Uni Paderborn)</u> <u>Martin Schneider (Uni Paderborn)</u>	Continuous Training and Organizational Commitment: A Case Study from the German Employment Miracle in the 2009 Crisis

**German****C 4: Job opportunities**

Room: O 1.258

Chair: Jens Mohrenweiser

<u>Stephan Humpert (Uni Lüneburg)</u>	Age and Gender Differences in Job opportunities
<u>Christian Hopp (Uni Wien)</u> <u>Axel Minten (RWTH Aachen)</u> <u>Nevena Toporova (RWTH Aachen)</u>	Stepping Stones and Vicious Circles: Signaling, Screening, and Transition into Permanent Employment through Temporary Work
<u>Johannes Martin (Uni Duisburg-Essen)</u>	The Impact on Earnings when entering Self-Employment - Evidence for Germany
<u>Christian Hopp (Uni Wien)</u>	Nascent entrepreneurs and the determinants of job creation

12:15 – 13:00 **Experimental Research Plenary**

Room: O 1.267

Chair: Uschi Backes-Gellner

<u>Jenny Kragl (EBS)</u> <u>Petra Nieken (Uni Bonn)</u>	The (Dis)Incentive Effect of Relative Pay Comparison: Experimental Evidence
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13:00

**Farewell and sandwiches**