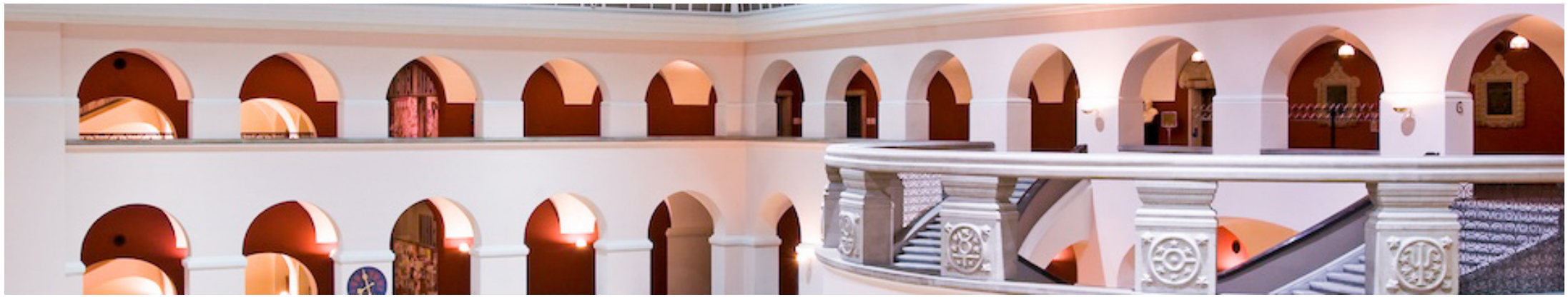


Program



**Universität
Zürich** ^{UZH}

 **COPE** 2017
Colloquium on Personnel Economics • Zurich



20th Colloquium on Personnel Economics, 1 – 3 February 2017

Venue:
University of Zurich
Building RAA
Rämistrasse 59
8001 Zürich



The scientific committee consists of the following four members

Uschi Backes-Gellner
University of Zurich

Alex Bryson
University College London

Oliver Fabel
University of Vienna

Kerstin Pull
University of Tübingen

The group of guest reviewers for COPE 2017 consists of the following eight members

Agnes Bäker
University of Zurich

Florian Englmaier
University of Munich

Bernd Frick
University of Paderborn

Jens Mohrenweiser
Bournemouth University

Petra Nicken
Karlsruhe Institute of Technology

Robert Simmons
Lancaster University

Dirk Sliwka
University of Cologne

Susanne Warning
University of Augsburg

Map of Zurich



19:30

Commihalle, Stampfenbachstrasse 8, 8001 Zürich

Informal Get-Together-Dinner
(you may join us whenever you want)

Hotel Bristol: 2 min walking,

Hotel Marta: 3 min. walking

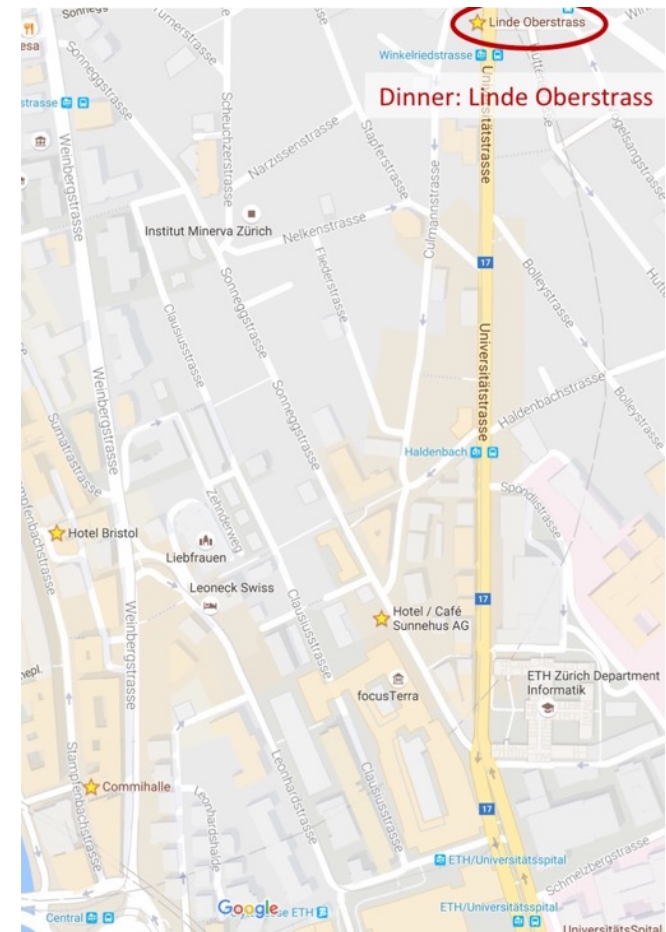
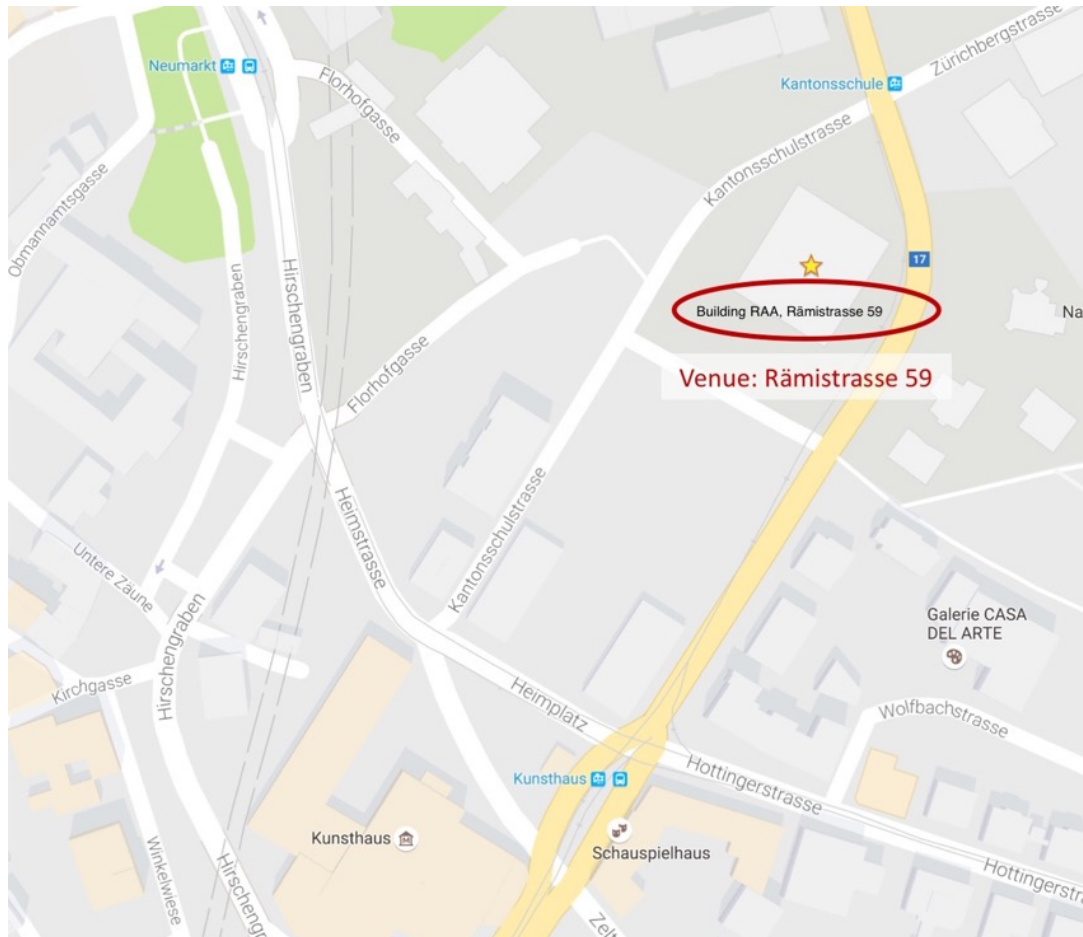
Hotel Sunnehus: 7 min walking or Tram 6 / 10 from Haldenbach to Central

Hotel Plattenhof: 15 min walking or Tram 6 from Platte to Central

Zurich main station: 5 min walking



Conference	Conference Venue: University of Zurich, Building RAA, Rämistrasse 59, 8001 Zürich	Hotel Bristol, Marta: 11-16 min walking or Tram 3 from Central to Kunsthaus and Tram 5 / 9 from Kunsthaus to Kantonsschule Hotel Sunnehus: 9 min walking or Tram 9 from Haldenbach to Kantonsschule Hotel Plattenhof: 4 min walking
19:30	Linde Oberstrass, Universitätstrasse 91, 8006 Zürich Conference Dinner	Conference Venue: Tram 9 from Kantonsschule to Winkelriedstrasse Hotel Bristol, Marta: 13-16 min walking or Tram 10 from Central to Winkelriedstrasse Hotel Sunnehus: 8 min walking or Tram 9 / 10 from Haldenbach to Winkelriedstrasse Hotel Plattenhof: 18 min walking or Tram 9 from Kantonsschule to Winkelriedstrasse

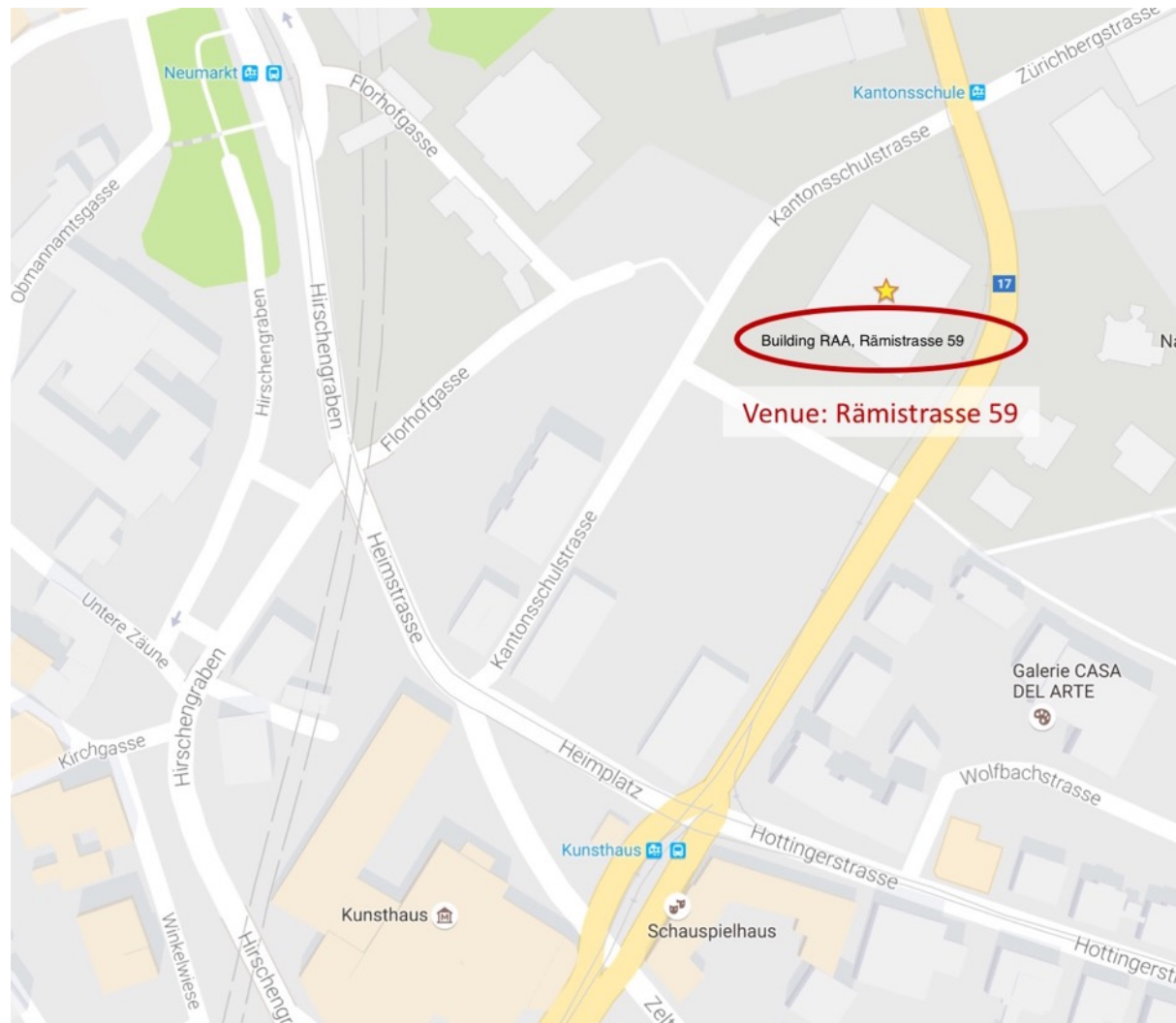


Conference

Conference Venue:
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8001 Zürich

Hotel Bristol, Marta: 11-16 min walking or Tram 3 from, Central to Kunsthaus and Tram 5 / 9 from Kunsthaus to Kantonsschule
Hotel Sunnehus: 9 min walking or Tram 9 from Haldenbach to Kantonsschule
Hotel Plattenhof: 4 min walking

Friday, 03.02.2017



Wednesday, 01.02.2017

19:30	Informal Get-Together-Dinner at Commihalle	Commihalle Stampfenbachstrasse 8, 8001 Zürich
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Thursday, 02.02.2017

08:30 - 09:00	Registration	Foyer Building RAA
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09:00	Welcome	RAA-G-01 (Aula)
	Uschi Backes-Gellner; Alex Bryson; Oliver Fabel; Kerstin Pull	20 Years of Colloquium on Personnel Economics

09:25 - 10:15	<u>Plenary Session A</u>	Chair: Alex Bryson	RAA-G-01 (Aula)
	Eriksson, Tor; Smith, Nina; Smith, Valdemar	Gender Stereotyping and Self-Stereotyping Attitudes: A Large Field Study of Managers	

10:15 - 10:30	Coffee Break	Foyer Building RAA
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10:30 - 12:15

Session B

Building RAA

RAA-E-08	B1	RAA-E-27	B2	RAA-E-29	B3	RAA-E-12	B4
Chair: Colin Green	Team-Building and Team Performance	Chair: Harald Dale-Olsen	Factors Affecting Worker Well-Being	Chair: Florian Englmaier	Performance Evaluations	Chair: Christian Rupietta	Innovation and Productivity in Young Firms
Bäker, Agnes; Zaby, Alexandra	Personality, Team Building, and Team Performance	van Lent, Max	Increasing the well-being of others on-the-job and outside the workplace: Evidence from job switchers	Letina, Igor; Liu, Shuo; Netzer, Nick	Delegating Performance Evaluation	Pfister, Curdin; Rinawi, Miriam; Harhoff, Dietmar; Backes-Gellner, Uschi	University-Industry Knowledge Transfer: The Role of UAS in Fostering Regional Innovation
Bryson, Alex; Buraimo, Babatunde; Simmons, Robert	Special Ones? The Effect of Head Coaches on Football	Lorenz, Olga	Does Commuting Matter to Subjective Well-Being?	Kawaguchi, Daiji; Owan, Hideo; Takahashi, Kazuteru	Biases in Subjective Performance Evaluation	Murmann, Martin	The Productivity Effects of Worker Replacement in Young Firms
Gjedrem, William Gilje; Kvaløy, Ola	Smells Like Team Spirit: An Experiment on Relative Performance Feedback	Frick, Bernd; Reinsberger, Claus	Workplace Safety Regulations and Worker Well-Being: The Impact of Mandatory Helmet Use on Career Length in the National Hockey League	Ekinci, Emre	Entrepreneurship in Equilibrium: A Signalling Approach	Fackler, Thomas; Giesing, Yvonne; Laurentsyeve, Nadzeya	Knowledge Remittances: Does Emigration Foster Innovation?

12:15 - 13:45 Lunch Break

self-organized

RAA-E-08	C1	RAA-E-27	C2	RAA-E-29	C3	RAA-E-12	C4	RAA-E-21	C5
Chair: David Marsden	The Role of Worker Representation and Unions	Chair: Peter Dolton	Economic Crises and Employment	Chair: Tor Eriksson	Careers	Chair: Stefanie Wolter	Worker (further) Training	Chair: Hideo Owan	Cognitive and Non-Cognitive Constraints
Bossler, Mario	Tariff orientation without commitment: slow escape or stepping-stone?	Friebel, Guido; Heinz, Matthias; Zubanov, Nick	How corporate restructuring affects workplace performance: Evidence from a retail chain	Gerst, Benedikt; Grund, Christian	Former Career Interruptions and Current Earnings	Gäckle, Veronika; Zwick, Thomas	Vocational Beats Academic Further Training? Career Perspectives and Earnings Development of Young Men	Altmann, Steffen; Grunewald, Andreas; Radbruch, Jonas	The Cognitive Foundations of Passive Choices
Chadi, Adrian; Goerke, Laszlo	Seeking Shelter? Perceived Job Insecurity and Union Membership	Fackler, Daniel; Rippe, Lisa	Losing work, moving away? Regional mobility after job loss	Fahn, Matthias; Schade, Anne; Schüssler, Katharina	Gift-exchange vs. repeated interaction as a source of reciprocal behavior: The optimal provision of incentives over the course of careers	Mohrenweiser, Jens	Retention after Company-Sponsored Training	Heywood, John; Jirjahn, Uwe; Struewing, Cornelia	Locus of Control and Performance Appraisal
Grund, Christian; Martin, Johannes	The Role of Works Councils for Severance Payments – Evidence for Germany	Neamtu, Ioana; Westergård-Nielsen, Niels	The real effects of the credit constraints in the economic crisis	Bryson, Alex; Buraimo, Babatunde; Simmons, Rob	Time To Go? Head Coach Quits and Dismissals in Professional Football	Bilanakos, Christos; Heywood, John; Sessions, John; Theodoropoulos, Nikolaos	Delegation and Worker Training	Jaik, Katharina; Wolter, Stefan C.	Lost in Transition: The Influence of Locus of Control on Delaying Educational Decisions

16:00 - 17:45

Session D

Building RAA

RAA-E-08	D1	RAA-E-27	D2	RAA-E-29	D3	RAA-E-12	D4
Chair: Robert Simmons	Incentives	Chair: Ola Kvaløy	Working Time and Leisure Time	Chair: Dieter Sadowski	Pay in Public Sector Employment	Chair: Martin Murmans	Wages and Productivity
Frick, Bernd	Incentive Pay, Work Organization and Firm Performance: Consistent Empirical Evidence from Two Large Surveys	Vogelsang, Timo	Leisure Time as Additional Compensation – Reducing Moral Hazard and Motivation Crowding-Out	Marsden, David; Sezer, Lisa	Effects of management style and quality on the operation of incentive pay: school teachers' performance pay in England and Wales 2014-2015	Fackler, Daniel; Mueller, Steffen; Stegmaier, Jens	Wage Losses after Job Displacement: Productivity Depreciations or Lost Firm Rents?
Mertins, Vanessa; Walter, Christian	How to Motivate Unpaid Workers through Feedback Announcement and Participation: Evidence from a Field Experiment	Bellmann, Lutz; Grunau, Philipp; Müller, Dana; Wolter, Stefanie	Information and communication technologies and actual working time	Ayaita, Omar Adam; Gülal, Filiz; Yang, Philip	Being the Good Shepherd or Being Secure: Public Service Motivation, Risk Aversion, and Public Sector Employment	Hinz, Tina; Mohrenweiser, Jens	The Effect of Regional Competition and Company-sponsored Training on the productivity - wage Wedge
Englmaier, Florian; Grimm, Stefan; Schindler, David; Schudy, Simeon	Incentivizing Complex Problem Solving in Teams - Evidence from a Field Experiment	Dolton, Peter; Howoth, Chris; Abouaziza, Mohamed	The Optimal Length of the Working Day: Evidence from Hawthorne Experiments			Barth, Erling; Bryson, Alex; Dale-Olsen, Harald	The Effect of Union Density on Productivity and Wages

17:50 - 19:00

Session E

Building RAA

RAA-E-08	E1	RAA-E-27	E2	RAA-E-29	E3	RAA-E-12	E4	RAA-E-21	E5
Chair: Petra Nieken	Informal Incentives	Chair: Nina Smith	Gender and Evaluation Results	Chair: Matthias Heinz	Incentive Effects in International Context	Chair: Jens Mohrenweiser	Apprenticeship Training	Chair: Philip Yang	Job Characteristics and Work Practices
Fleckinger, Pierre; Kirkegaard, René	Endogenous Correlation and Moral Hazard	Petters, Lea; Schröder, Marina	A Wolf in Sheep's Clothing? How Affirmative Action Distorts the Evaluation of Peers' Work	Bryson, Alex; Dale-Olsen, Harald	Does Sick Pay Affect Workplace Absence?	Seidel, Katja	Job Characteristics and their Effect on the Intention to Quit Apprenticeship	Ebert, Julia	Family-Friendly Work Practices and Voluntary Turnover: Push, Pull and Family Related Factors
Fahn, Matthias; Murooka, Takeshi	Market Competition and Informal Incentives	Scharfenkamp, Katrin; Weimar, Daniel	The effects of gender and multinational diversity of teams on individual peer evaluations	Chen, Hui; Luo, Wei; Soderstrom, Naomi	Career Concerns and "Unpaid" Executives	Stockinger, Bastian; Zwick, Thomas	Apprentice Poaching in Regional Labor Markets	Dohmen, Thomas; de Grip, Andries; Non, Arjan; Rohde, Ingrid	Job characteristics and multi-dimensional sorting: a vignette study among engineers

19:30

Conference Dinner at Linde Oberstrass

Linde Oberstrass, Universitätstrasse 91, 8006 Zürich

Friday, 03.02.2017

09:00 - 09:50	<u>Plenary Session F</u>	Chair: Oliver Fabel	RAA-G-01 (Aula)
Bartuli, Jenny; Djawadi, Behnud Mir; Fahr, René		Business Ethics in Organizations: An Experimental Examination of Whistleblowing and Personality	
09:50 - 10:00	Coffee Break		Foyer Building RAA

10:00 - 11:45

Session G

Building RAA

RAA-E-08	G1	RAA-E-27	G2	RAA-E-29	G3	RAA-E-12	G4
Chair: Christine Harbring	Tournaments	Chair: Bernd Frick	Non-Standard Employment and Freelance Work	Chair: Christian Grund	Diversity in Teams	Chair: Thomas Zwick	Management Gender and Firm Performance
Lee, Yi-Shan; Wang, Joseph Tao	Long-shot Incentive in Dynamic Winner-take-all Tournaments: An Experimental Study	Grundert, Stefanie; Stegmaier, Jens	Standard and Non-Standard Employment: Different Jobs, Same Rights?	Battiston, Diego; Blanes i Vidal, Jordi; Krichmaier, Tom	Communication and Distance in Teamwork	Joecks, Jasmin; Pull, Kerstin; Scharfenkamp, Katrin	Women on Boards, Attendance Rates and Firm Performance: Results from a mixed-methods study
Dato, Simon; Nieken, Petra	Always expect the worse!?: The Impact of Information Policy on the Gender Gap in Sabotage Decisions in Tournaments	Bossler, Mario; Grunau, Philipp	Chasing the carrot – Effort provision of fixed-term employees	Laurentsyeva, Nadzeya	From Friends to Foes: National Identity and Team Performance	Iseke, Anja; Pull, Kerstin	Female Top Executives and Employer Attractiveness: On the potentially adverse signal of having a female CHRO rather than a female CFO
		Butschek, Sebastian; Kampkötter, Patrick; Sliwka, Dirk	Paying Gig Workers	Klabuhn, Janny; Thommes, Kristen	Age diversity and its effects on team performance	Green, Colin P.; Homroy, Swarnodee	Female directors, board committees and firm performance

11:50 - 13:00

Session H

Building RAA

RAA-E-08	H1	RAA-E-27	H2	RAA-E-29	H3	RAA-E-12	H4	RAA-E-21	H5
Chair: Niels Westergård-Nielsen	Employment of Skilled and Unskilled Workers	Chair: Susanne Warning	Wages, Working Conditions, and Job Satisfaction	Chair: Agnes Bäker	University Education	Chair: Alwine Mohnen	Business Ethics and Social Employer Behavior	Chair: Yingchao Zhang	Gender Stereotyping and Consequences
Leonardi, Marco; Pellizzari, Michele; Tabasso, Domenico	Wage compression within the firm	Gülal, Filiz; Frick, Bernd	The Public Sector Job Satisfaction Premium and the Relevance of Contract Type: Empirical Evidence from 15 European Countries	Chadi, Adrian; de Pinto, Marco; Schultze, Gabriel	Young, Gifted and Lazy? The Role of Ability and Labor Market Prospects in Student Effort Decisions	Green, Colin P.; Homroy, Swarnodeep	Corporate Boards and the Value of Political Connections	Özdemir-Rose, Yilmaz; Schneider, Martin R.	Gender Biases in an Appraisal-based Bonus System of a German Unionized Firm
Léné, Alexandre; Richard, Sébastien; Naamane, Farouk	Why do employers organize internal markets for low skilled workers? The case of a French retail company.	Engelmaier, Florian; Peter-hammer, Felix; Stowasser, Till	Seemingly irrelevant focal points affect wage setting and wage and job satisfaction	Bolli, Thomas; Caves, Catherine; Egg, Maria Esther; Renold, Ursula	How do internships in tertiary education affect labor market outcomes?	Heinz, Matthias; Jeworrek, Sabrina; Mertins, Vanessa; Schumacher, Heiner	You are fired! Employees' Response to Work Norm Violations	Joecks, Jasmin; Smith, Nina	The impact of gender stereotyping on management and employee turnover

13:00 - 14:00 Short Lunch break

Foyer Building RAA

14:00 - 15:00

Keynote

Chair: **Uschi Backes-Gellner**

RAA-G-01 (Aula)

Edward P. Lazear

Entrepreneurship as Personnel Economics