

Program



School of
Business and Economics

RWTHAACHEN
UNIVERSITY

 **COPE** 2016
Colloquium on Personnel Economics Aachen



19th Colloquium on Personnel Economics, 9 – 11 March 2016

Venue:
RWTH Aachen University
Kármán-Auditorium
Eilfschornsteinstraße 15
52056 Aachen



The scientific committee consists
of the following eight professors

Prof. Dr. Uschi Backes-Gellner
University of Zurich

Prof. Dr. Oliver Fabel
University of Vienna

Prof. Dr. Christian Grund
RWTH Aachen University

Prof. Dr. Christine Harbring
RWTH Aachen University

Prof. Dr. Matthias Kräkel
University of Bonn

Prof. Dr. Kerstin Pull
University of Tübingen

Prof. Dr. Martin Schneider
University of Paderborn

Prof. Dr. Dirk Sliwka
University of Cologne

Wednesday, 09.03.2016

17:15 – 18:00	Guided cathedral tour (for those participants who have signed up for the tour)	Dom Information, Johannes-Paul-II-Straße, 52062 Aachen
18:15	Get-together-Dinner (you can join us whenever you want)	Aachener Brauhaus, Kapuzinergraben 4, 52062 Aachen



Thursday, 10.03.2016

Friday, 11.03.2016

Conference Venue:

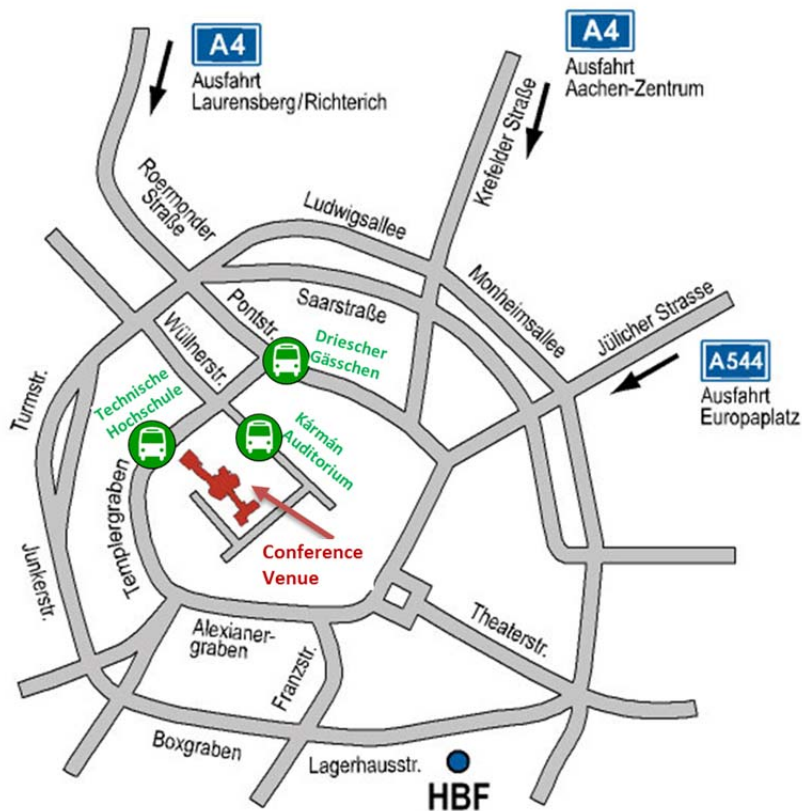
RWTH Aachen University
Kármán-Auditorium
Eilfschornsteinstraße 15
52056 Aachen

With public transport:

Busses: 13A, 13B to bus stop "Technische Hochschule"

Bus no. 4 (Aachen Bushof /Bus stop no.14) to the bus stop "Kármán-Auditorium (RWTH)"

Busses 7/24/27/33/37/44/47/73/77/147/173 to bus stop "Driescher Gässchen"

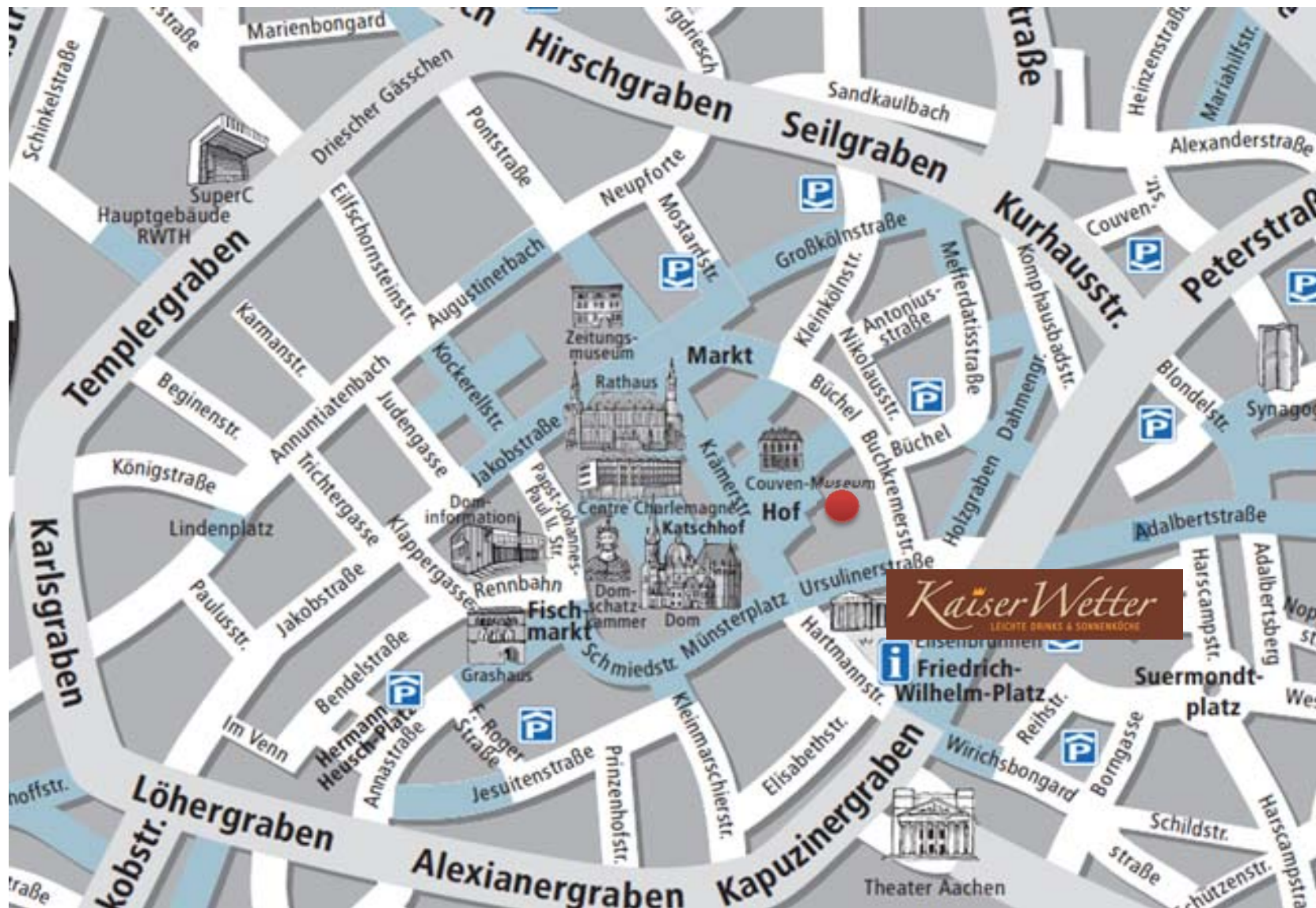


Thursday, 10.03.2016

19:30

Conference dinner

Kaiserwetter Aachen, Hof 5, 52062 Aachen



Thursday, 10.03.2016

08:30 – 09:00	Registration	Ground floor Kármán-Auditorium
09:00	Welcome Christian Grund	Fo5 Kármán-Auditorium
09:10 – 10:00	Plenary session A Chair: Uschi Backes-Gellner	Fo5 Kármán-Auditorium
	Lindquist, Matthew J.; Sauermann, Jan ; Zenou, Yves	
10:00 – 10:15	Coffee Break	Kármán-Auditorium

10:15 – 12:00		Session 1					
Fo5		Fo6		Fo7		Fo8	
Chair: Arjan Non	Tournament Experiments	Chair: Johannes Martin	Gender Differences	Chair: Gerald Eisenkopf	Team Performance	Chair: Laszlo Goerke	Education and Training
Lezzi, Emanuela; Zizzo, Daniel	Fairness, Expectations and Sabotage: An Experiment on Tournaments	Marino, Marianna; Parrotta, Pierpaolo; Smith, Nina	Income Support Policy and Gender Differences in Self-employment over the Business Cycle	Yang, Philip; Joecks, Jasmin; Pull, Kerstin	The Older the Ginger, the Spicier the Taste: Age, Age Diversity and Team Performance	Seidel, Katja	Apprenticeship: The Intention to Drop Out and the Role of Secondary Jobs in It
Lindner, Florian; Dutcher, Glenn; Ryvkin, Dmitry	Sorting and selection effects in tournament mechanisms: An experimental investigation	Dato, Simon; Nieken, Petra	Compensation and Honesty: Gender Differences in Lying	Dürr, Oliver; Nisch, Markus; Rohfing-Bastian, Anna	Incentive Provision and Optimal Team Size for Development Projects	Bryson, Alexander; Stokes, Lucy; Wilkinson, David	Does leadership Matter for School Performance?
Dickmanns, Lisa; Gürtler, Oliver; Gürtler, Marc	Market-Based Tournaments: An Experimental Investigation	Merlino, Luca Paolo; Parrotta, Pierpaolo; Pozzoli, Dario	Gender differences in Sorting	Goette, Lorenz; Senn, Julien	Piece rate vs. team rewards in interdependent tasks: Evidence from a real-effort experiment	Gross, Jana; Balestra, Simone; Backes-Gellner, Uschi	How to Enhance the "Grit" in You: Evidence from a Randomized Experiment in Early Grades

12:00 – 13:30	Lunch break	Not organized
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13:30 – 15:15		Session 2					
Fo5		Fo6		Fo7		Fo8	
Chair: Peter Werner	Group Experiments	Chair: Susanne Steffes	Working from home	Chair: Oliver Fabel	Organizational and ownership structures	Chair: Bernd Frick	Employer learning and screening
Grund, Christian; Harbring, Christine; Thommes, Kirsten	Group (re-)formation and cooperation	Pauka, Kira; Beckmann, Michael	Working from Home: What is the Effect on Employees' Effort?	Block, Joern; Kragl, Jenny; Xi, Guoqian	Task Interdependence Between Economic and Non-economic Goals and the Family Owners Decision to Hire a Family or Nonfamily Manager: A Multitask Model	Butschek, Sebastian; Kampkötter, Patrick	Pre-hire screening, post-hire screening and match quality
Heinz, Matthias; Schumacher, Heiner	Signaling Cooperation	Arnold, Daniel; Kampkötter, Patrick; Steffes, Susanne	Working from Home and Management by Objectives	Kampkötter, Patrick; Wolter, Stefanie	Ownership structure and Management Practices	Höcker, Jan; Zwick, Thomas	Asymmetric Employer Learning about Talent in Professional Soccer
Gerhards, Leonie; Gravert, Christina	Because of you I did not give up - How Peers affect perseverance	Arnold, Daniel; Steffes, Susanne	Working from Home and the Quality of Work and Private Life	Hamman, John; Martinez-Carrasco, Miguel A.	Making the Tough Choices: Delegation and Team Selection in Organizations	Rupietta, Christian; Pfeifer, Harald; Backes-Gellner, Uschi	Firms' knowledge acquisition during dual-track VET: Which sources are important for innovativeness?

15:15 – 15:45	Coffee Break	Kármán-Auditorium
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15:45 – 17:30		Session 3					
Fo5		Fo6		Fo7		Fo8	
Chair: Christian Hopp	Job choice and earnings	Chair: Oliver Gürtler	Reciprocity and effort provision	Chair: Niels Westergaard-Nielsen	Unions and collective agreements	Chair: Patrick Kampkötter	Social comparisons and job satisfaction
Stolp, Tom; Non, Arjan; Dohmen, Thomas	Self-selection into linear piece rate contracts in risky environments	De Nisi, Veronica	Reciprocal Workers, High Wages and Good Jobs	Braakmann, Niels; Brandl, Bernd	Individual or Collective Wage Agreements? To Be or Not to Be is Not the Question for Company Productivity	Grund, Christian; Rubin, Maike	Social Comparisons of Wage Increases and Job Satisfaction
Stolp, Tom	Occupational Earning Variance and Risk Preference	Sliwka, Dirk; Werner, Peter	How do agents react to dynamic wage increases? An experimental study	Eisele, Simon; Schneider, Martin R.	What do unions do to job tasks? Computer use, union density, and tayloristic jobs in Britain	Diriwächter, Patric; Shvartsman, Elena	The anticipation and adaptation effects of wage changes on job satisfaction
Hopp, Christian; Martin, Johannes	Can beneficial antecedents to self-employment be detrimental to entrepreneurial performance?	Weimar, Daniel; Scharfenkamp, Katrin; Prinz, Joachim	Overlapping contracts, Effort and Shirking Behavior of Employees	Bryson, Alexander; Dale-Olsen, Harald; Nergaard, Kristine	The Effects of Union Membership and Union Density on Men's and Women's Wages in Britain and Norway		

17:30 – 17:40	Coffee Break	Kármán-Auditorium
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17:40 – 18:30	Plenary session B Chair: Matthias Kräkel		Fo5 Kármán-Auditorium
	Cassidy, Hugh; DeVaro, Jed; Kauhanen, Antti	Promotion Signaling, Gender, and Turnover: New Theory and Evidence	

19:30	Conference Dinner	Kaiserwetter Aachen Hof 5 52062 Aachen
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Friday, 11.03.2016

09:00 – 10:45		Session 4			
Fo6		Fo7		Fo8	
Chair: Karina Held	Minimum and sticky wages	Chair: Andreas Grunewald	Contests and Teams	Chair: Alexander Bryson	Careers
Broszeit, Sandra; Bossler, Mario	Do minimum wages increase job satisfaction? Micro data evidence from the new German minimum wage	Müller, Julia; Upmann, Thorsten	Co-Worker Productivity in Teams	Dato, Simon; Grunewald, Andreas; Kräkel, Matthias; Müller, Daniel	Asymmetric Employer Information, Promotions, and the Wage Policy of Firms
Chadi, Adrian; Mechtel, Mario; Mertins, Vanessa	Forced to Be Generous - Experimental Evidence on the Behavioral Effects of Minimum Wages outside the Laboratory	Eisenkopf, Gerald	Partisan Influence in Conflicts	Peeters, Thomas; Szymanski, Stefan	Entry, Career Dynamics and Worker Quality in the Labour Market for Talent
Held, Karina; Sadrieh, Abdolkarim	Sticky Wages and Effort Inertia - Experimental Evidence on Productivity and Distribution Effects under Inflation	Dato, Simon; Grunewald, Andreas; Müller, Daniel	Expectation-Based Loss Aversion and Rank-Order Tournaments	Grunau, Philipp; Pecoraro, Marco	Educational mismatch and promotions to managerial positions: A test of the career mobility theory
10:45 – 11:10		Coffee Break			Kármán-Auditorium

11:10 – 12:20	Session 5				
Fo6		Fo7		Fo8	
Chair: Adrian Chadi	Time autonomy	Chair: Martin Schneider	Atypical employment and commuting	Chair: Petra Nieken	Dismissals
Bajmel, Benjamin; Lengsfeld, Stephan	No more extra miles: experimental evidence on the critical role of (no) time autonomy for processes of innovation and production	Struewing, Cornelia	Atypical Employment, Job Insecurity and Unhealthy Lifestyle	Manthei, Kathrin; Olcay Güner, Nadide Banu	An Experimental Study on the Interaction between Alternative Incentive Instruments: Threat of Dismissal and Bonus Pay
Chadi, Adrian; Mechtel, Mario; Mertins, Vanessa	Should We Ban Smartphones from the Workplace to Increase Productivity? – Evidence From a Natural Field Experiment	Goerke, Laszlo; Lorenz, Olga	“Is your commute really making you fat?”: The causal effect of commuting distance on height-adjusted weight	Amodio, Francesco; Martinez-Carrasco, Miguel A.	Input Allocation, Workforce Management and Productivity Spillovers: Evidence from Personnel Data

12:30 – 13:30	Keynote Chair: Kerstin Pull		Fo5 Kármán-Auditorium
	Marie Claire Villeval	Why joining a team?	

13:30	Farewell Snack	Ground floor Kármán-Auditorium
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