# 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

Alex Bryson (London School of Economics)	Company Share Plans – Gift or Incentive?
Richard Freeman (Harvard)	Evidence from a Multinational Corporation

#### **10:15 – 12:30 Parallel Sessions A**

#### **English** A 1: Collective and Individual Bargaining

Room: O 0.207 Chair: Dieter Sadowski

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

#### **English** A 2: Training and efficiency wages

Room: O 1.267 Chair: Susanne Warning

Jens Mohrenweiser (ZEW)	Reasons for Rent Sharing between Employers and their
Thomas Zwick (LMU and ZEW)	Employees
<u>Uschi Backes-Gellner</u> (Uni Zürich)	Are Apprenticeship-training Firms more Innovative
Christian Rupietta (Uni Zürich)	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

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

## German A 4: Experiments

Room: O 1.258 Chair: René Fahr

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

## 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

Ben Kriechel (Uni Masstricht)	Under Pressure: Supervisor's Role in Implicit Targets
Jan Sauermann (Uni Masstricht)	and Efforts
<u>Christiane Bradler</u> (ZEW)	Employee Recognition and Performance: A Field
Robert Dur (Uni Rotterdam)	Experiment
Susanne Neckermann (ZEW)	
Arjan Non (Uni Masstricht)	
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?
Marlies Kluike (Uni Tübingen)	Similar but still different - How US-MNCs in
Kerstin Pull (Uni Tübingen)	Switzerland and Germany utilize host-country training
	and skill practices
David Marsden (London School of	Individual Voice in Employment Relationships: A
Economics)	Comparison Under Different Forms of Workplace
	Representation

## German B 3: Pay

Room: O 1.224 Chair: Renate Ortlieb

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

## **German B 4: Increasing performance**

Room: O 1.258 Chair: Christian Pfeifer

Michael Beckmann (Uni Basel)	Trust-based Working Time and Organizational
<u>Istvan Hegedüs</u> (Uni Basel)	Performance
Susanne Breuninger (Uni Tübingen)	"Expatriation" im Hochschulsektor: Machen
	Auslandsaufenthalte Wissenschaftler produktiver?
Julia Muschallik (Uni Tübingen)	Personalförderprogramme an Hochschulen: Die
Kerstin Pull (Uni Tübingen)	Produktivitätseffekte formaler und informaler
	Mentoring-Beziehungen im Vergleich
Klaus Brösamle (Hertie School of	Misery as a Stepping Stone: How and Why Natural
Governance)	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)	Decentralized Task Assignment and Centralized
Anna Rohlfing (WHU)	Contracting: On the Optimal Allocation of Authority

18:15 **Bus departure in front of the building O** 

 $(university \rightarrow town hall)$ 

18:30 Reception and dinner at the town hall (Rathaus):

Rathausplatz 1 | 33098 Paderborn

around 22:00 Bus departure in front of the town hall

(town hall → university and Campus Lounge)

#### Friday, 16 March 2012

09:00 – 12:00 **Parallel Sessions C** 

**English** C 1: Econometric analyses

Room: O 0.207 Chair: Oliver Fabel

Benjamin Huver (Uni Lille)	Measuring Presenteeism: A Quantitative Tool
Sébastien Richard (Uni Lille)	
Nicolas Vaneecloo (Uni Lille)	
Thomas Delclite (Uni Lille)	
Ingrid Bierla (IÉSEG)	
<u>Laszlo Goerke</u> (Uni Trier)	Trade Union Membership and Sickness Absence:
Markus Pannenberg (FH Bielefeld)	Evidence from a Sick Pay Reform
Robert Wagner (LMU)	How Acid are Lemons? Adverse Selection and
Thomas Zwick (LMU)	Signalling for Skilled Labour Market Entrants

#### **English** C 2: Gender and Boards

Room: O 1.267 Chair: David Marsden

André Kolle (Uni Paderborn)	Gender Discrimination in the Recruitment Process – A
	Field Experiment in the German Labor Market
Jasmin Joecks (Uni Tübingen)	Women on Boards and Firm Performance: What
Kerstin Pull (Uni Tübingen)	exactly is a "critical mass"?
Karin Vetter (Uni Tübingen)	
Benjamin Balsmeier (Uni Leuven)	Outside Directors on the Board and Innovative Firm
Achim Buchwald	Performance
(Monopolkommission)	
Joel Stiebale (Uni Nottingham)	

German C 3: Training

Room: O 1.224 Chair: Petra Nieken

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

German C 4: Job opportunities

Room: O 1.258 Chair: Jens Mohrenweiser

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

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

Room: O 1.267 Chair: Uschi Backes-Gellner

Jenny Kragl (EBS)	The (Dis)Incentive Effect of Relative Pay Comparison:
Petra Nieken (Uni Bonn)	Experimental Evidence

## 13:00 Farewell and sandwiches