

# Program





## **22nd Colloquium on Personnel Economics March, 13–15, 2019**

**Conference venue:**  
University of Augsburg  
Buildings J and K  
Universitätsstraße 16  
86159 Augsburg  
Germany



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**  
Eberhard Karls University  
of Tuebingen

COPE 2019 Local organizer

**Susanne Warning**  
University of Augsburg

The group of guest reviewers for COPE 2019 consists of the following ten members

**Agnes Bäker**, University of Zurich

**Florian Englmaier**, LMU Munich

**Tor Eriksson**, Aarhus University

**John Forth**, National Institute of  
Economic and Social Research

**Colin Green**, Norwegian University of  
Science and Technology

**Christine Harbring**, RWTH Aachen

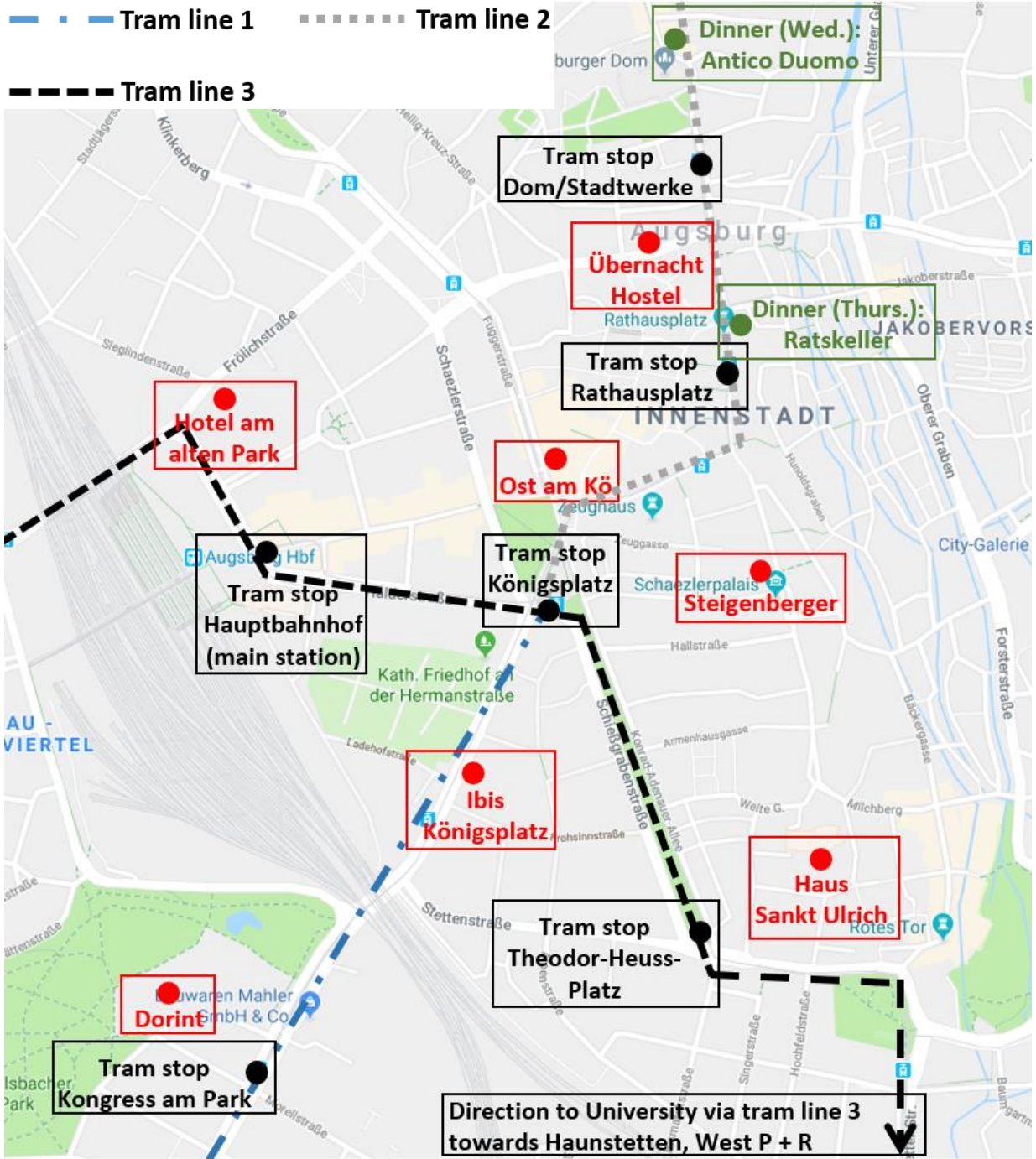
**Hideo Owan**, University of Tokyo

**Robert Simmons**, Lancaster University

**Anja Schöttner**, HU Berlin

**Thomas Zwick**, University of  
Würzburg

# Map of Augsburg city center



## Useful information

**WiFi** For those who do not use “eduroam”:  
The “BayernWLAN” WiFi is available on campus. After connecting, you are directed to a welcome screen. Please confirm the connection by clicking on Connect/Verbinden. In case no login dialogue shows up, please open <https://hotspot.vodafone.de/bayern> in your browser.

If you have any problems, please do not hesitate to contact us at the registration desk.

**Paper download** All papers can be downloaded here:  
<https://www.wiwi.uni-augsburg.de/cope2019/papers/>

Please check your email (February 21, 2019) for login information. Please do not circulate papers.

**Registration** Opening hours:  
Thursday, March 14, 2019: 08:30–18:30  
Friday, March 15, 2019: 08:30–15:00

Please note that you have to pay a conference fee of 30 Euros upon registration (please pay with banknotes, as we cannot accept coins and electronic payments).

**Checkroom** You can leave your coat, jacket, suitcase etc. in the checkroom.  
Opening hours:  
Thursday, March 14, 2019: 08:30–18:30  
Friday, March 15, 2019: 08:30–15:00

Please note that all articles are left at the owner's risk.

**Presenters** Scheduled presentation time for each paper in the parallel sessions is 20 minutes, followed by 15 minutes discussion (in total we have 35 minutes per paper).

Please keep in mind to bring your presentation on a USB stick in a common file format such as .ppt(x) or .pdf.

**Contact** For any inquiries and concerns during the conference, please contact our service staff (identifiable by wearing light blue shirts) or visit us at the registration desk.

Emergency contact:  
Fire service: 110  
Ambulance: 112

## Wednesday, March 13, 2019: informal get together, dinner

19:30

### Antico Duomo

Frauentorstraße 2  
86153 Augsburg

Informal get together, dinner  
(you may join us whenever you want)

### Getting to the restaurant:

**Dorint:** tram line 1 from tram stop Kongress am Park to tram stop Rathausplatz (10 mins.) and 6 mins. walking

**Haus Sankt Ulrich:** 20 mins. walking or tram line 2 from tram stop Theodor-Heuss-Platz to tram stop Dom/Stadtwerke (8 mins.) and 3 mins. walking

**Hotel am alten Park:** 15 mins. walking

**Ibis Königsplatz:** 17 mins. walking or tram line 2 from tram stop Königsplatz to tram stop Dom/Stadtwerke (5 mins.) and 3 mins. walking

**Ost am Kö:** 12 mins. walking

**Steigenberger:** 11 mins. walking

**Übernacht Hostel:** 5 mins. walking

**Augsburg main station:** 18 mins. walking or tram line 3 to tram stop Königsplatz (2 mins.), change to tram line 2 to tram stop Dom/Stadtwerke (5 mins.) and 3 mins. walking



## Thursday and Friday, March 14–15, 2019: conference

08:30

### Conference venue:

University of Augsburg  
Buildings J and K  
Universitätsstraße 16  
86159 Augsburg

### Getting from hotels to closest tram stop:

**Dorint:** 4 mins. walking to tram stop Kongress am Park

**Haus Sankt Ulrich:** 4 mins. walking to tram stop Theodor-Heuss-Platz

**Hotel am alten Park:** 6 mins. walking to tram stop Hauptbahnhof

**Ibis Königsplatz:** 6 mins. walking to tram stop Königsplatz

**Ost am Kö:** 3 mins. walking to tram stop Königsplatz

**Steigenberger:** 7 mins. walking to tram stop Königsplatz

**Übernacht Hostel:** 2 mins. walking to tram stop Dom/Stadtwerke

### Ride durations to University of Augsburg (tram stop: Universität, via tram line 3 towards Haunstetten, West P + R) from:

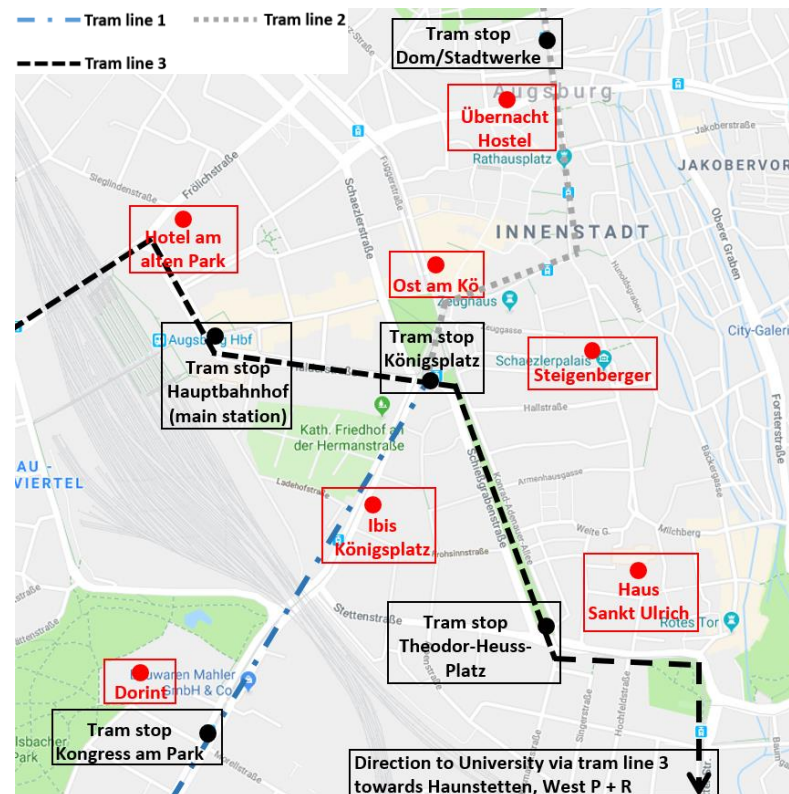
Tram stop Hauptbahnhof (main station): 15 mins.

Tram stop Königsplatz: 11 mins.

Tram stop Theodor-Heuss-Platz: 9 mins.

Tram stop Kongress am Park: 20 mins. (change from tram line 1 to tram line 3 at Königsplatz)

Tram stop Dom/Stadtwerke: 19 mins. (change from tram line 2 to tram line 3 at Königsplatz)

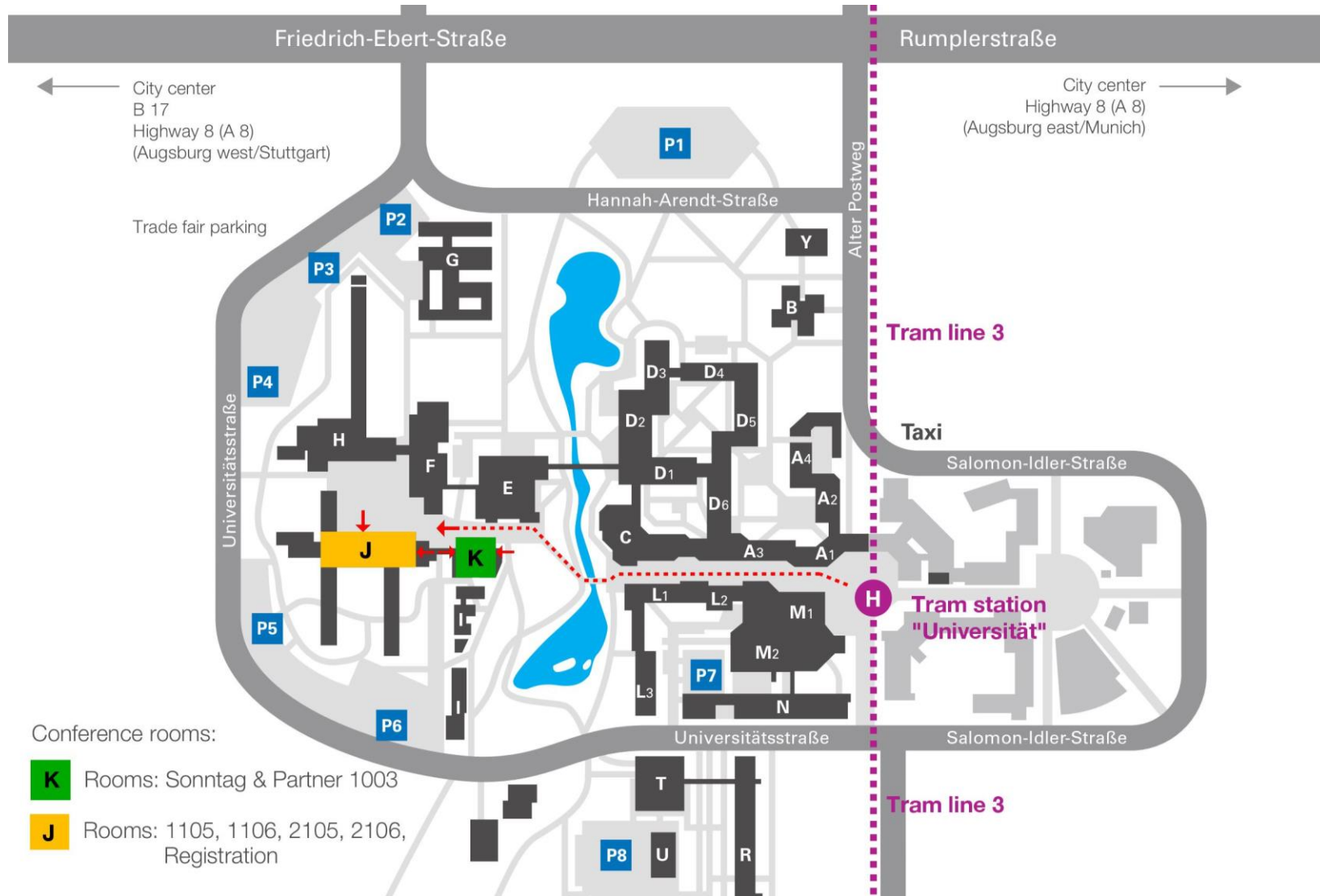


# Thursday and Friday, March 14–15, 2019: conference

08:30

**Conference venue:**  
University of Augsburg  
Buildings J and K  
Universitätsstraße 16  
86159 Augsburg

**Getting from tram stop Universität to the conference building J:**  
7 mins. walking (follow the signs)





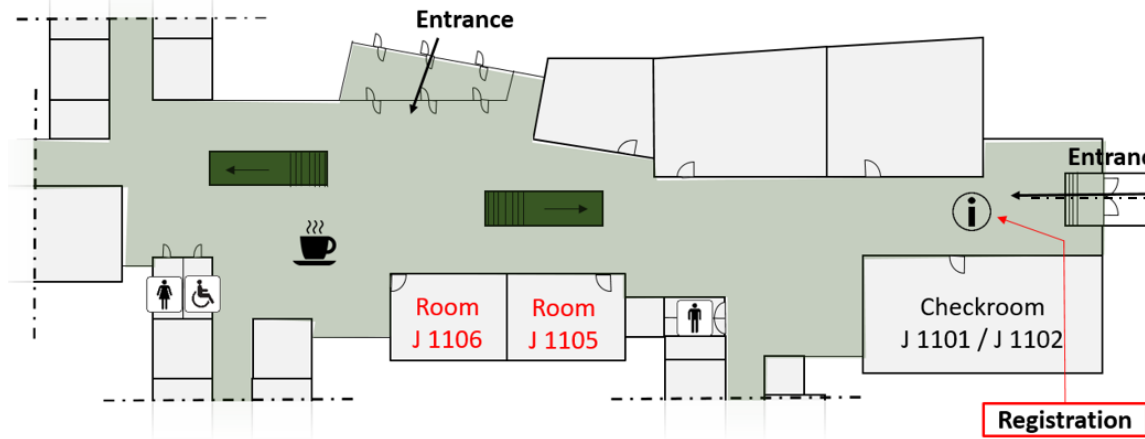
# Thursday and Friday, March 14–15, 2019: conference

08:30

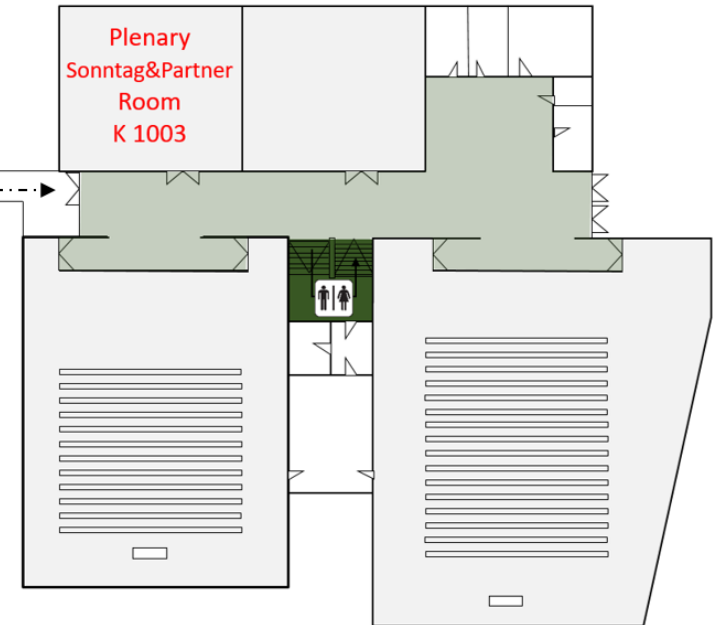
**Conference venue:**  
University of Augsburg  
Buildings J and K  
Universitätsstraße 16  
86159 Augsburg

**Finding the conference rooms:**  
Parallel sessions: J 1105, J 1106, J 2105, J 2106  
Plenary sessions: Sonntag & Partner K 1003

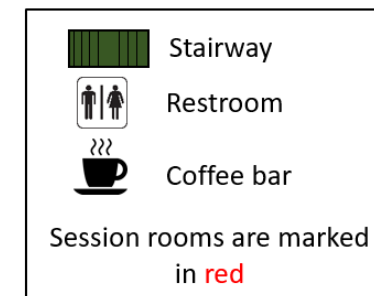
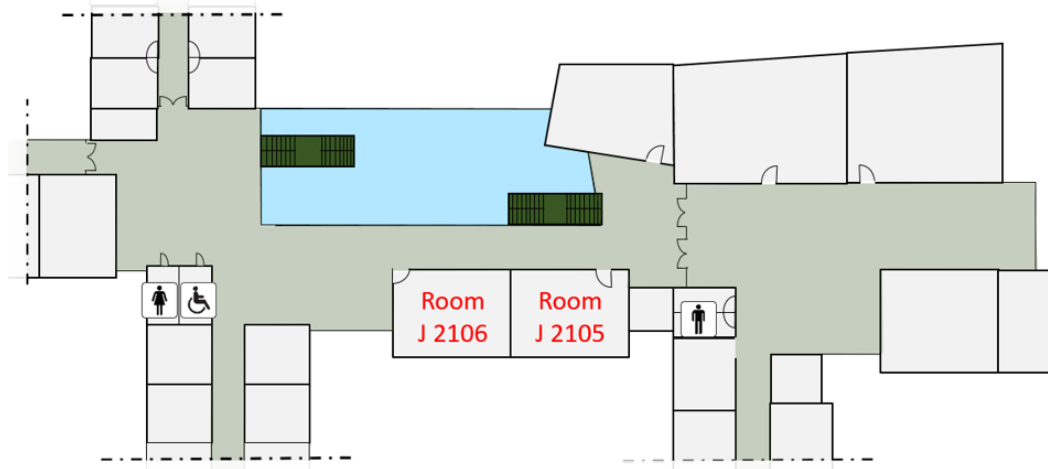
## Building J ground floor:



## Building K:



## Building J first floor:



## Thursday, March 14, 2019: conference dinner

19:30

### Ratskeller

Rathausplatz 2  
86150 Augsburg

Conference dinner

### Getting to the restaurant:

**Conference venue:** 7 mins. walking to tram stop Universität, tram line 3 to tram stop Königsplatz (11 mins), 6 mins. walking or tram line 2/tram line 1 to tram stop Rathausplatz (3 mins.)

**Dorint:** tram line 1 from tram stop Kongress am Park to tram stop Rathausplatz (10 mins.)

**Haus Sankt Ulrich:** 12 mins. walking

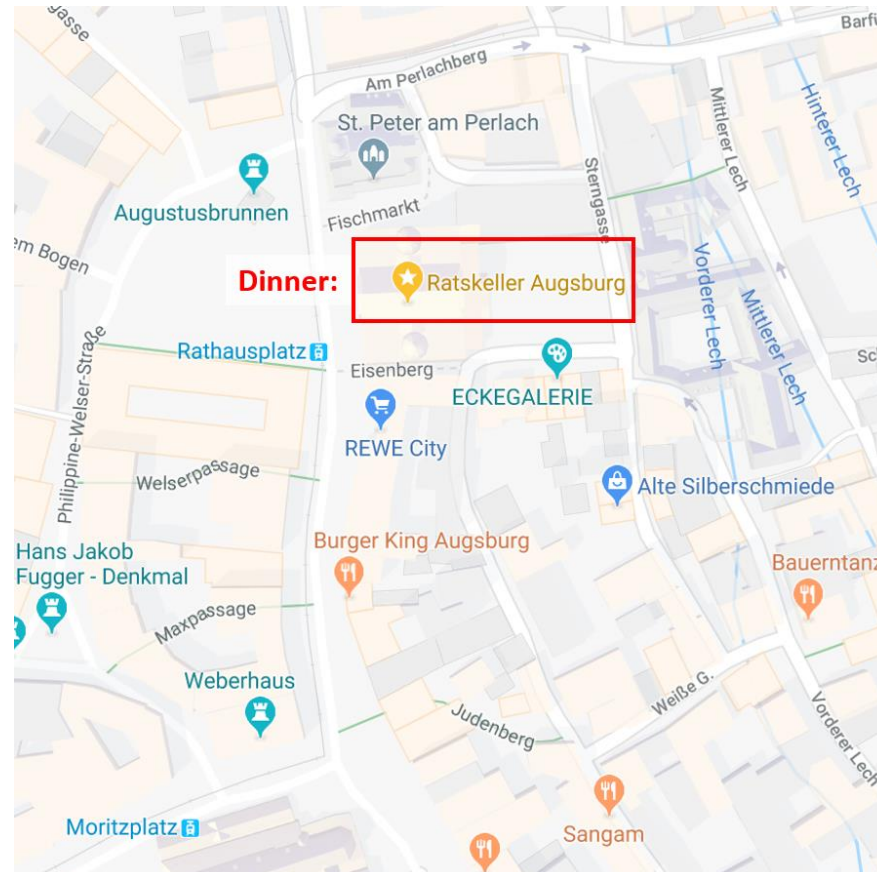
**Hotel am alten Park:** 14 mins. walking

**Ibis Königsplatz:** 12 mins. walking

**Ost am Kö:** 6 mins. walking

**Steigenberger:** 4 mins. walking

**Übernacht Hostel:** 3 mins. walking



## Program overview Thursday, March 14, 2019

<b>08:30–09:00</b>	<b>Registration</b>	<b>Building J (Foyer)</b>	
<b>09:00–09:15</b>	<b>Welcome</b>	<b>Sonntag &amp; Partner K 1003</b>	
<b>09:15–10:15</b>	<b>Session A: Plenary</b>	Employee involvement and overall job satisfaction: evidence from four Anglo-American economies	<b>Sonntag &amp; Partner K 1003</b>
<b>10:15–10:30</b>	<b>Coffee break</b>	<b>Building J (Foyer)</b>	
<b>10:30–12:15</b>	<b>Session B</b>	<b>Building J</b>	
	B1 (J 1105) Performance evaluation: theory and empirical evidence	B2 (J 1106) Working hours	B3 (J 2105) Sports
			B4 (J 2106) Skills and (tertiary) education
<b>12:15–13:30</b>	<b>Lunch break</b>	<b>Building J (Foyer)</b>	
<b>13:30–15:15</b>	<b>Session C</b>	<b>Building J</b>	
	C1 (J 1105) Training	C2 (J 1106) Wage components	C3 (J 2105) Teams in sports
			C4 (J 2106) Managers and directors
<b>15:15–15:45</b>	<b>Coffee break</b>	<b>Building J (Foyer)</b>	
<b>15:45–16:55</b>	<b>Session D</b>	<b>Building J</b>	
	D1 (J 1105) Time use and working time	D2 (J 1106) Employment protection and unemployment benefits	D4 (J 2106) Entrepreneurship and innovation
<b>16:55–17:15</b>	<b>Coffee break</b>	<b>Building J (Foyer)</b>	
<b>17:15–18:15</b>	<b>Session E: Plenary</b>	Peer effects, free-riding and team diversity	<b>Sonntag &amp; Partner K 1003</b>
<b>19:30</b>	<b>Conference dinner at Ratskeller</b>	<b>Rathausplatz 2, 86150 Augsburg</b>	

## Program overview Friday, March 15, 2019

<b>09:00–10:45</b>		<b>Session F</b>		<b>Building J</b>
F1 (J 1105) (Subjective) performance evaluation	F2 (J 1106) Turnover	F3 (J 2105) Gender	–	
<b>10:45–11:00</b>		<b>Coffee break</b>		<b>Building J (Foyer)</b>
<b>11:00–12:45</b>		<b>Session G</b>		<b>Building J</b>
G1 (J 1105) Tournaments and contests	G2 (J 1106) Wage determination and non-monetary incentives	G3 (J 2105) Teams	G4 (J 2106) Digital technologies	
<b>12:45–13:30</b>		<b>Lunch break</b>		<b>Building J (Foyer)</b>
<b>13:30–14:30</b>	<b>Session H: Keynote</b>	Dynamic discrimination		<b>Sonntag &amp; Partner K 1003</b>
<b>14:30–14:45</b>	<b>Farewell</b>			<b>Sonntag &amp; Partner K 1003</b>

## Detailed program

Wednesday, March 13, 2019

19:30 Informal get together, dinner at restaurant Antico Duomo Frauentorstraße 2, 86153 Augsburg

Thursday, March 14, 2019

08:30–09:00 Registration Building J (Foyer)

09:00–09:15 Welcome Building K

Backes-Gellner, Uschi; Bryson, Alex;  
Fabel, Oliver; Pull, Kerstin

Sonntag & Partner  
K 1003

09:15–10:15 Session A: Plenary Chair: Oliver Fabel Building K

Barry, Michael; Bryson, Alex; **Gomez, Rafael**;  
Kaufman, Bruce; Lomas, Guenther; Wilkinson, Adrian

Employee involvement and overall job satisfaction:  
evidence from four Anglo-American economies

Sonntag & Partner  
K 1003

10:15–10:30 Coffee break Building J (Foyer)

<b>10:30–12:15</b>	<b>Session B</b>	<b>Building J</b>
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<b>J 1105</b>	<b>B1</b>	<b>J 1106</b>	<b>B2</b>	<b>J 2105</b>	<b>B3</b>	<b>J 2106</b>	<b>B4</b>
Chair: Thomas Zwick	<b>Performance evaluation: theory and empirical evidence</b>	Chair: Jens Mohrenweiser	<b>Working hours</b>	Chair: Agnes Bäker	<b>Sports</b>	Chair: Christian Eggenberger	<b>Skills and (tertiary) education</b>
<b>Schaube, Sebastian</b>	Peer evaluation and compensation schemes in a real effort experiment	Goerke, Laszlo; <b>Schultze, Gabriel</b>	Overtime and trade union membership	Butler, Robert; Butler, David; <b>Simmons, Robert</b>	Contracts and bonuses in the sport of kings – jockeys’ pay and performance	<b>Schultheiss, Tobias;</b> Pfister, Curdin; Backes-Gellner, Uschi; Gnehm, Ann-Sophie	Tertiary education expansion and task demand: does a rising tide lift all boats?
<b>Morita, Kimiyuki</b>	The optimality of straight talk in organizations	<b>Frederiksen, Anders;</b> Kato, Takao; Smith, Nina	Working hours and top management appointments: evidence from linked employer-employee data	<b>Deutscher, Christian;</b> Gürtler, Marc; Gürtler, Oliver	Firm choice and career success – theory and evidence	<b>Ayaita, Adam;</b> Spengler, Marion; Trautwein, Ulrich	Field of study and earnings: the role of abilities, personality, and socioeconomic background
Grund, Christian; Sliwka, Dirk; <b>Titz, Krystina</b>	Do works councils promote or restrict the use of performance appraisals?	Nieken, Petra; <b>Schreier, Julia</b>	Being on time – a natural field experiment on punctuality at the workplace			Klus, Milan Frederik; <b>Müller, Julia</b>	Identifying leadership skills required in the digital age

<b>12:15–13:30</b>	<b>Lunch break</b>	<b>Building J (Foyer)</b>
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<b>13:30–15:15</b>	<b>Session C</b>	<b>Building J</b>
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<b>J 1105</b>	<b>C1</b>	<b>J 1106</b>	<b>C2</b>	<b>J 2105</b>	<b>C3</b>	<b>J 2106</b>	<b>C4</b>
Chair: Dieter Sadowski	<b>Training</b>	Chair: Christian Grund	<b>Wage components</b>	Chair: Robert Simmons	<b>Teams in sports</b>	Chair: Julia Müller	<b>Managers and directors</b>
<b>Kiener, Fabienne;</b> Gnehm, Ann-Sophie; Clematide, Simon; Backes-Gellner, Uschi	Different types of IT skills in occupational training curricula and labor market outcomes	Hoffmann, Christin; <b>Thommes, Kirsten</b>	Boundary conditions of loss aversion – when past performance counteracts. Evidence from a field experiment	<b>Frick, Bernd</b>	The impact of team size on performance in the absence of shirking: clean evidence from elite rowing contests	Gregorič, Aleksandra; <b>Westergård-Nielsen, Niels</b>	Non-executive director compensation: empirical evidence on Danish boards
Hinz, Tina; <b>Mohrenweiser, Jens</b>	Competition, institutions and company-sponsored training	Babecký, Jan; Berson, Clémence; Fadejeva, Ludmila; Lamo, Ana; Marotzke, Petra; <b>Martins, Fernando;</b> Strzelecki, Paweł	Non-base wage components as a source of wage adaptability to shocks: evidence from European firms, 2010–2013	<b>Scharfenkamp, Katrin;</b> Kiefer, Stephanie; Bakkenbüll, Linn-Brit	Gender-specific impact of age diversity on the performance of small teams: empirical evidence from professional biathlon relays	<b>Owan, Hideo;</b> Shangguan, Ruo	How good managers steer their projects: using value-added measures of manager quality
<b>Petters, Lea</b>	The hidden cost of training	Artz, Benjamin; <b>Green, Colin;</b> Heywood, John S.	Does performance pay increase alcohol and drug use?			<b>Kodama, Naomi;</b> Li, Huiyu	Manager characteristics and firm performance

<b>15:15–15:45</b>	<b>Coffee break</b>	<b>Building J (Foyer)</b>
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<b>15:45–16:55</b>	<b>Session D</b>	<b>Building J</b>
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<b>J 1105</b>	<b>D1</b>	<b>J 1106</b>	<b>D2</b>			<b>J 2106</b>	<b>D4</b>
Chair: Colin Green	<b>Time use and working time</b>	Chair: Bernd Frick	<b>Employment protection and unemployment benefits</b>			Chair: Jasmin Joecks	<b>Entrepreneurship and innovation</b>
<b>Alfitian, Jakob;</b> Sliwka, Dirk; Vogelsang, Timo	Reducing absenteeism in the workplace – a firm level field experiment	<b>Fackler, Daniel;</b> Hank, Eva; Stegmaier, Jens	Does extended unemployment benefit duration ameliorate the negative employment effects of job loss?			DiLorenzo, Francesco; Sofka, Wolfgang; <b>Zwick, Thomas</b>	Getting into entrepreneurship after being employed – a boost to your inventive productivity?
<b>Chadi, Adrian</b>	There is no place like work: evidence on health and labor market behavior from changing weather conditions	<b>Saif, Salwan</b>	The effect of relaxed dismissal protection on small German establishments			Bryson, Alex; <b>Dale-Olsen, Harald;</b> Barth, Erling	Unions, tripartite competition and innovation

<b>16:55–17:15</b>	<b>Coffee break</b>	<b>Building J (Foyer)</b>
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<b>17:15–18:15</b>	<b>Session E: Plenary</b>	<b>Chair: Uschi Backes-Gellner</b>	<b>Building K</b>
	Steinbach, Danny; <b>Tatsi, Eirini</b>	Peer effects, free-riding and team diversity	Sonntag & Partner K 1003

<b>19:30</b>	<b>Conference dinner at Ratskeller</b>	<b>Rathausplatz 2, 86150 Augsburg</b>
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Friday, March 15, 2019

<b>09:00–10:45</b>	<b>Session F</b>	<b>Building J</b>
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<b>J 1105</b>	<b>F1</b>	<b>J 1106</b>	<b>F2</b>	<b>J 2105</b>	<b>F3</b>		
Chair: Tor Eriksson	<b>(Subjective) performance evaluation</b>	Chair: Ludivine Martin	<b>Turnover</b>	Chair: Jenny Kragl	<b>Gender</b>		
Hu, Xiaocheng; <b>Gall, Thomas</b> ; Vlassopoulos, Michael	Subjective performance evaluation in a multi- tasking environment: a firm-level experiment in China	<b>Hinz, Tina</b> ; Lechmann, Daniel S. J.	The role of job satisfaction and local labor market conditions for the dissolution of worker- job matches	Bryson, Alex; Forth, John; <b>Theodoropoulos, Nikolaos</b>	Are women doing it for themselves? Gender segregation and the gender wage gap		
Mohnen, Alwine; Thommes, Kirsten; Toporova, Nevena; <b>Wagner, Katharina</b>	Separation of selection and appraisal: do omniscient employee selection algorithms reduce or foster appraisal biases?	<b>Grunau, Philipp</b> ; Wolter, Stefanie	Employee-oriented management in the competition for skilled labor: the impact of HR measures on perceived work quality and turnover	<b>Joecks, Jasmin</b> ; Kurowska, Anna; Pull, Kerstin	Is the push for employer provided family friendly practices context- dependent? Comparative evidence from Germany and Poland		
<b>Radbruch, Jonas</b> ; Schiprowski, Amelie	Interviewing candidates sequentially	Fackler, Daniel; <b>Stegmaier, Jens</b> ; Upward, Richard	The effect of job search assistance and compensation on displaced workers	Böheim, René; Freudenthaler, Christoph; <b>Lackner, Mario</b>	Do male managers increase risk-taking of female teams? Evidence from the NCAA		

<b>10:45–11:00</b>	<b>Coffee break</b>	<b>Building J (Foyer)</b>
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<b>13:30–14:30</b>	<b>Session H: Keynote</b>	<b>Chair: Alex Bryson</b>	<b>Building K</b>
	<b>Chevalier, Arnaud</b>	Dynamic discrimination	Sonntag & Partner K 1003

<b>14:30–14:45</b>	<b>Farewell</b>		<b>Building K</b>
	Backes-Gellner, Uschi; Bryson, Alex; Fabel, Oliver; Pull, Kerstin		Sonntag & Partner K 1003