



**COLLOQUIUM ON PERSONNEL
ECONOMICS COLOGNE 2014
MARCH 19-21**

Program





17th Colloquium on Personnel Economics, 19 – 21 March 2014

Venue: University of Cologne | Seminargebäude
Albertus-Magnus-Platz | 50923 Cologne

March, 19, 2014

Brauhaus Fröh Am Hof 12-18, 50667 Cologne

20:00

„Get Together“ at „Fröh Brauhaus“





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Conference Venue

University of Cologne

Seminar- and Hörsaalgebäude

Albertus-Magnus-Platz, 50923 Cologne

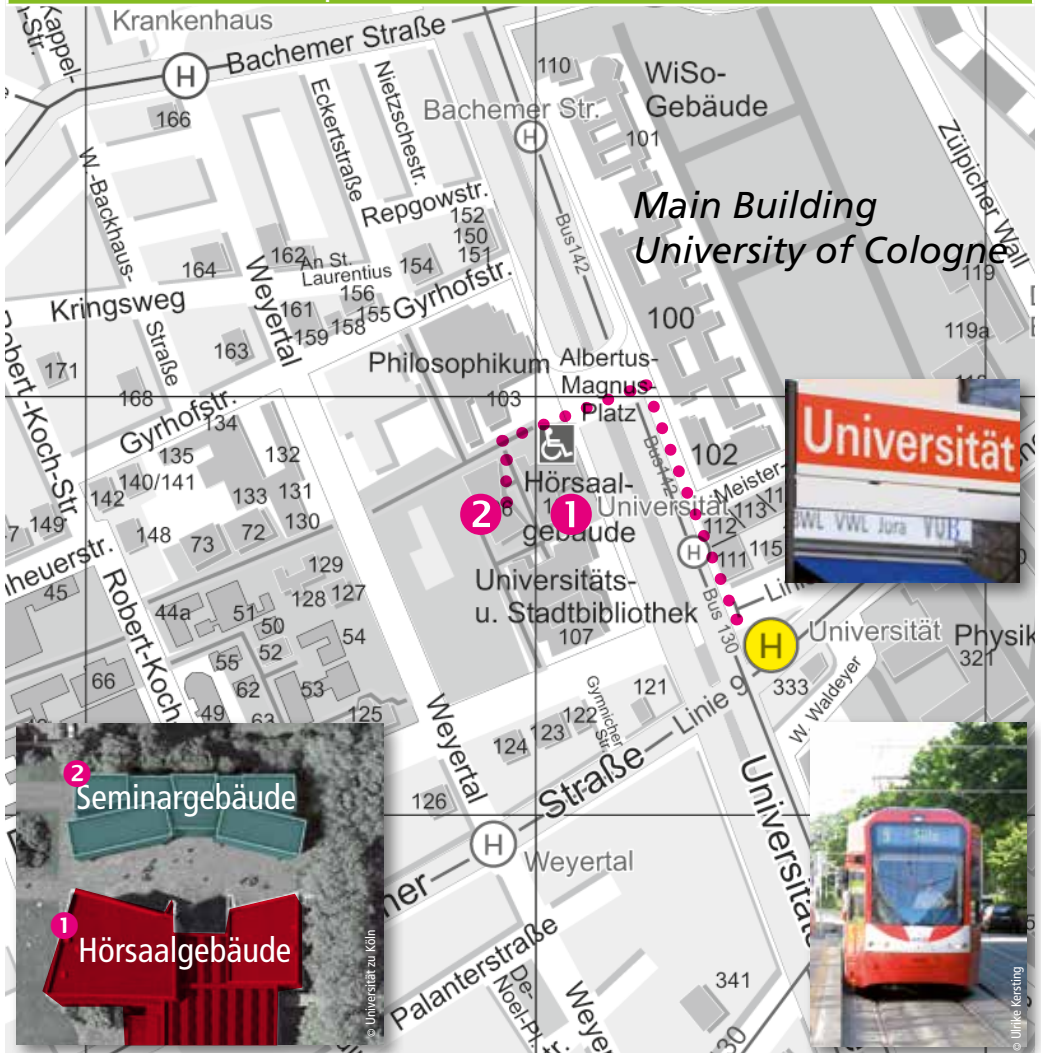
With public transportation take the U9 (Sülz) to "Universität".

Internet Access

Wlan: UniKoeln-WEB

User ID (Benutzerkennung): ga001130

Password (Passwort): poek2014





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Dinner at Comedia Wagenhalle Vondelstraße, 4-8

Neustadt-Süd, 50677 Köln

With public transportation take the U15 (Ubierring) to "Chlodwigplatz"



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March, 20, 2014

REGISTRATION

WELCOME (Tagungsraum)

Keynote (Tagungsraum; Chair: Matthias Kräkel)

Andrea Ichino

COFFEE BREAK

A1: Careers

A2: Screening & Self-Selection

A3: Education

A4: Job Satisfaction

Chair: Guido Friebe
(Room S01)

Chair: Matthias Heinz
(Tagungsraum)

Chair: Uschi Backes-Gellner
(Room S11)

Chair: Adrian Chadi
(Room S12)

De Varo, Jed;
Kauhanen, Antti

Bradler, Christiane

Rinawi, Miriam; Krapf, Matthias; Backes-Gellner, Uschi

Grund, Christian; Martin, Johannes; **Minten, Axel**

An "Opposing Responses" Test of Alternative Promotion Models

How creative are you? - An experimental study on competitive incentive schemes and multi-dimensional sorting in creative tasks

Labor Market Transitions after Involuntary Job Loss: What is the Role of Occupational Specificity?

Hakenes, Hendrik; **Katolnik, Svetlana**

Bernhard, Mark; Dohmen, Thomas; **Non, Arjan; Rohde, Ingrid**

Kampkötter, Patrick

Friebe, Guido; Raith, Michael

Gill, Andrej; **Heinz, Matthias; Schumacher, Heiner**

Chadi, Adrian; Hetschko, Clemens

Managers, Training, and Internal Labor Markets

Performance Pay and Multidimensional Sorting Revisited: The Role of Choice Sets, Preferences and Personality Traits

Factors of Bachelor Student's Academic Success

12.00

Trust, Trustworthiness and Selection into the Financial Industry

Heterogenous Returns to Education over the Wage Distribution: Who Profits the Most?

LUNCH BREAK: MENSA

The Magic of the New: How Job Change Affects Job Satisfaction

| | | | | |
|-------|--|--|---|--|
| 13.15 | B1: Vocational Education & Training Chair: Arne Warnke (Room S01) Rupietta, Christian; Meurer, Johannes; Backes-Gellner, Uschi Vocational Education and Innovation Interdependencies Mohrenweiser, Jens; Zwick, Thomas; Wydra-Sommagio, Gabrielle Adverse Selection and Information Advantages of Training Firms Steffes, Susanne; Warnke, Arne Jonas New Evidence on the Determinants of Firm-based Training | B2: Mobility & Screening Chair: Oliver Gürtler (Tagungsraum) Kolaska, Thomas Good Jobs, Screening, and Labour Productivity - Evidence from the Field De Varo, Jed; Gürtler, Oliver Advertising and Labor Market Matching: A Tour Through the Times Dur, Robert; Schmittlidel, Heiner Paid to Quit | B3: Teams Chair: Matthias Fahn (Room S11) Laske, Katharina; Manthei, Kathrin; Sliwka, Dirk Incentive Schemes, Helping Behaviour, and Productivity – A Real Effort Experiment Grund, Christian; Harbring Christine; Thommes, Kirsten The Impact of Temporary Work on Cooperation in Teams Fahn, Matthias; Hakenes, Hendrik Team-work as a Self-Disciplining Device | B4: Reciprocity I Chair: Tobias Brändle (Room S12) Florian Englmaier; Thomas Kolaska; Stephen Leider Reciprocity in Organizations: Evidence from the WERS Brändle, Tobias Inefficient Training Reciprocity Micevski, Maria Reciprocity and the Labor Market |
| 15.00 | COFFEE BREAK | | | |
| 15.15 | C1: Contract Theory Chair: Daniel Herbold (Room S01) Olcay, Nadide Banu Dynamic Incentive Contracts with Termination Threats | C2: Feedback & Recognition Chair: Nick Zubanov (Tagungsraum) Gerhards, Leonie; Siemer, Neele Private vs. Public Feedback - The Incentive Effects of Symbolic Awards | C3: HRM Survey Data I Chair: Susanne Steffes (Room S11) Kampkötter, Patrick; Laske, Katharina; Mohrenweiser, Jens; Sliwka, Dirk; Steffes, Susanne; Wolter, Stefanie Employer and Employee Perspectives on Human Resource Management in Germany – Evidence from the new Linked Personnel Panel | C4: Reciprocity II Chair: Daniel Wiesen (Room S12) Eisenkopf, Gerald Unequal Incentives and Perceived Fairness in Groups |
| 15.15 | Herbold, Daniel Relational Retention | Hoogveld, Nicky; Zubanov, Nick The power of (no) recognition: Experimental evidence from the university classroom | Muehler, Grit; Steffes, Susanne; Walther, Axel The Heterogeneity of Human Resource Management in Germany | Gürtler, Oliver; Walkowitz, Gari; Wfesen, Daniel Behaving kindly, talking about it, and being rewarded for it?! A theoretical and experimental investigation |

COFFEE BREAK

16:25

| D1: The Economics of Organization | | D2: Co-Determination & Pensions | | D3: HRM Survey Data II | | D4: Reciprocity III | |
|-----------------------------------|--|-------------------------------------|--|---------------------------------|---|-------------------------------|--|
| Chair: Josse Delfgaauw (Room S01) | | Chair: Steffen Müller (Tagungsraum) | | Chair: Arnold Daniel (Room S11) | | Chair: Karina Gose (Room S12) | |
| Kräkel, Matthias; Schöttner, Anja | Optimal Sales Force Compensation | Weiß, Dominik | Codetermination and European Company (SE) Foundations – An Empirical Analysis on Country Level | Bossler, Mario | Occupational Pension: Effective HR Strategy or Selection? | Krueger, Miriam | What are the Costs of Pay Cut? Evidence from a Personnel Consulting Firm |
| Delfgaauw, Josse; Swank, Otto | Task-specific human capital and organizational inertia | Mueller, Steffen; Stegmaier, Jens | The Dynamic Effects of Works Councils on Labor Productivity: First Evidence from Panel Data | Arnold, Daniel | The intensive margin of sickness presenteeism: Empirical evidence from European survey data | Gose, Karina, Sadrieh, Karim | Organizational distance and reciprocity in labor relationships |

16:45-17:55

| Keynote (Room S11; Chair: Oliver Fabel) | | | | | | | |
|---|--|--|--|--|--|--|--|
| Michael Waldman | | | | | | | |

Keynote (Room S11; Chair: Oliver Fabel)

18.00

DINNER AT „COMEDIA WAGENHALLE“; VONDELSTRASSE 4-8 | 50677 KÖLN NEUSTADT-SÜD

20.00

March, 21, 2014

| E1: Mobility & Wages | | E2: Compensation | | E3: Monitoring | | E4: Gender I | |
|---|---|--|---|--------------------------------------|--|----------------------------------|---|
| Chair: Robert Simmons (Room S01) | | Chair: Peter Werner (Tagungsraum) | | Chair: Anastasia Danilov (Room S11) | | Chair: Astrid Kunze (Room S12) | |
| Berri, David; Holmes, Puli; Simmons, Robert | Moneyball and the baseball players' labor market | HomRoy, Swarnodeep | Was Adam Smith Right? Evidence of Compensating Differential in CEO Pay | Delfgaauw, Josse; Souverijn, Michiel | Biased Supervision | Grund, Christian | Gender Pay Gaps among Highly Educated Professionals – Compensation Components Do Matter |
| Martin, Johannes; Walter, Tanja | Inter-Firm Job Mobility in Germany: Consequences for Management Compensation Components | Bolton, Gary; Ockenfels, Axel; Werner, Peter | How managerial wage transparency may reduce shareholder returns – Evidence from an experiment | Belot, Michèle; Schröder, Marina | The Spillover Effects of Monitoring: A Field Experiment | Kunze, Astrid | Why are so few women on top ranks? |
| Koßmann, Ralf | Determinants and Effectiveness of Job Search Channels – The Role of Personality | Jeworrek, Sabrina; Mertins, Vanessa | Do Self-Determined Wages Really Improve Employees' Performance? Evidence from a Randomized Field Experiment | Danilov, Anastasia; Sliwka, Dirk | Can Contracts Signal Social Norms? - Experimental Evidence | Parrotta, Pierpaolo; Smith, Nina | Female-led firms: Performance and risk attitudes |

COFFEE BREAK

10:45

| F1: Peer Effects | | F2: Pay for Performance | | F3: Tournaments | | F4: Gender II | |
|--|--|---|---|--|---|---|--|
| Chair: Mario Mechtel (Room S01) | Peer Effects in the Workplace | Chair: John Forth (Tagungsraum) | What Different Principals do Differently: A Theoretical and Empirical Analysis of the Agency Problem in Companies with Concentrated Ownership | Chair: Robert Simmons (Room S11) | Sabotage in Handicap Contests | Chair: Matthias Krapf (Room S12) | Gender Diversity is Determinantal to Team-Performance: Evidence from Five Consecutive Years of an Undergraduate Business Strategy Game |
| Cornelissen, Thomas; Dustmann, Christian; Schönberg, Uta | | Minarikova, Dana | | Brown, Alasdair; Chowdhury, Subhasish M. | | Frick, Bernd; Kolle, Andre; Rose, Anica | |
| Georganas, Sotiris; Tonin, Mirco; Vlassopoulos, Michael | Peer Pressure and Productivity: The Role of Observing and Being Observed | Forth, John; Bryson, Alex; Stokes, Lucy | Are Firms Paying More For Performance? | Stracke, Rudi; Höchtl, Wolfgang; Kerschbamer, Rudolf; Sunde, Uwe | Optimal Prizes in Dynamic Elimination Contests: Theory and Experimental Evidence | Joecks, Jasmin | Work and Family Practices and Employee Turnover - A cross country comparison based on different welfare regimes |
| Bäker, Agnes; Mechtel, Mario | Peer Effects in Cheating on Task Performance | Strych, Jan-Oliver | Job Rotation, Incentive Design, and Inter-Employee Relations | Green, Colin; Lozano, Fernando; Simmons, Robert | Rank-order tournaments, probability of winning and investing in talent: Evidence from Champions League qualifying rules | Krapf, Matthias; Ursprung, Heinrich W.; Zimmermann, Christian | Parenthood and Productivity of Highly Skilled Labor: Evidence from the Groves of Academe |

11:00

PERSONAL quarterly
Best Paper Award for Young Scientists

FAREWELL, FINGERFOOD & SNACKS

13:00

5

MINUTES LEFT

1

MINUTE LEFT

0

MINUTES LEFT

CONFERENCE ORGANIZERS:

Prof. Dr. U. Backes-Gellner, Universität Zürich

Prof. Dr. O. Fabel, Universität Wien

Prof. Dr. M. Kräkel, Universität Bonn

Prof. Dr. K. Pull, Universität Tübingen

Prof. Dr. Dirk Sliwka, Universität zu Köln

Prof. Dr. O. Gürtler, Universität zu Köln

Prof. Dr. B. Irlenbusch, Universität zu Köln

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