

Programme for COPE 2022

Thursday, March 17



9:00-9:30 – Auditorium 3107 Siemens Auditorium

Welcome, opening remarks

9:30 -11:00

Parallel sessions A * see text after programme for further information about the presentations during the parallel sessions

A.1 Ethnicity and wage gaps – Room 2023

C Singleton: Accounting for employers in the distribution of ethnicity wage gaps (*note, will be presented by J Forth*)

F Bedaso: The Labor Market Integration of Refugees and other Migrants in Germany

J Forth: The Role of the Workplace in Ethnic Wage Differentials

A.2 Behavioral aspects 1 – Room 2039

J Nafziger: Does Goal Revision Undermine Self-Regulation Through Goals? An Experiment

S Guo: When Fostering Procedural Fairness Disrupts the Psychological Contract: A Lesson from the “Old Industry”

J Kragl: Incentives and Peer Effects in the Workplace: On the Impact of Inferiority Aversion on Organizational Design

A.3 Competitive behavior – Room 2119

D Grothe: The Efficacy of Tournaments for Non-Routine Team Tasks

E Herdejürgen: Competition format, prize money and self-selection: empirical evidence from show jumping.

G Eisenkopf: How groups shape competitive behavior

A.4 Personnel policies and firm productivity – Room 2126

N Gagliardi: Workers’ tenure and firm productivity: New evidence from matched employer-employee panel data

A Frederiksen: Does Group-Based Incentive Pay Lead to Higher Productivity? Evidence from a Complex and Interdependent Industrial Production Process

J Lehmann: High-Involvement Management: Productivity, Profitability, and Complementarity Effects

11:00 – 11:30 ***Coffee break – Room 2105***

11:30 – 12:30

Parallel sessions B

B.1 Inequality 1 – Room 2039

M Weissphal: Supervisors or superstars? A cross-country comparison on how large employers affect societal income inequality

M Meki: Microequity and Mutuality: Experimental Evidence on Credit with Performance-Contingent Repayment

B. 3 Gender gaps – Room 2023

P Lehnert: Social Norms and Gender-Typical Occupational Choices

A Bryson: The Gender Wage Gap among University Vice Chancellors in the UK

B. 4 Impact of performance pay – Room 2036

P Grunau: The Impacts of Working from Home on Individual Health and Well-being

C Green: How Does Performance Pay Affect Hours of Work?

12:30 – 13:30 Lunch - Canteen

13:30 – 14.30 - Auditorium 3107 Siemens Auditorium

Keynote lecture by Fabian Lange: (McGill University): On the role of learning, human capital, and performance incentives for wages

Chair: Anders Frederiksen

14:30 - 15:00 Coffee break – Room 2105

15:00 -16:30

Parallel sessions C

C.1 Educational institutions – Room 2023

L Neri: The Organizational Economics of School Chains

T Schlegel: The Heterogeneous Impacts of Higher Education Institutions on Regional Firm Location: Evidence from the Swiss Universities of Applied Sciences

E Bettinger: The effect of postsecondary institutions on local economies: A bird's-eye view

C.2 Working time – Room 2039

M Alquezar-Yus: Time Constraints and Productivity in Health Care

L Pütz: Job-Related Antecedents of Psychological Detachment from Work

E Schvartsman: Working Time Autonomy Under Uncertainty and Overexertion of Effort

C.3 Technological change and training – Room 2036

S Janssen: Train or don't train? The effect of automation technology on workers' training participation

T Schultheiss: Different degrees of skill obsolescence across hard and soft skills and the role of lifelong learning for labor market outcomes

T Hellweg: Do employees with specific skill profiles receive more employer-funded training during technological change? Evidence from employer-employee data

C.4 Aspects of hiring/job search – Room 2126

M LeBihan: Do job seekers (really) procrastinate?

A Frederiksen: The Role of Referrals in Admissions: A Signaling Perspective

E Herdejürgen: Work design and employees' willingness to recommend their employer

C.5 New technologies and work/pay 1 – Room 2119

P Gorny: Don't Fear the Robots: Automatability and Job Satisfaction

A Bäker: Improving gig worker performance and retention on staffing platforms

Y Heluo: Direct and Indirect Effects of Job Computerization on Occupational Employment and Wages

17:00 – 18:00 - Auditorium 3107 Siemens Auditorium

Keynote lecture by Jed DeVaro (California State University East Bay): *Using Data to Select among Alternative Career-Based Incentive Models*

Chair: Alex Bryson

19:00 – 23:00 Conference dinner (onsite) - Canteen

Busses leave for Herning at 22.00 and 23.15

Friday March 18

9:30 – 11:00

Parallel sessions D

D.1 Employee participation – Room 2023

Y Huang: Job Satisfaction and Trade Union Membership in Germany

S Jebesen: Who Benefits from Financial Participation? Stock Options of the Few and Wage Effects at Large

L Goerke: Wage Determination in the Shadow of the Law: The Case of Works Councilors in Germany

D.2 Performance appraisals – Room 2039

T Vogt: On Rating Scales in Performance Appraisals: Performance Effects of a Dummy Category

D Kusterer: Social Preferences and Rating Biases in Subjective Performance Evaluations

D Sisak: Peer Evaluation and Team Performance: An Experiment on Complex Problem Solving

D.3 Labour demand – Room 2036

H Dale-Olsen: Technology innovation, labour demand and the pandemic

N Westergaard-Nielsen: Labor hoarding in the Great Recession. The question is: to hoard labor or not to hoard

M Bennedsen: Why Firms Lay Off Workers instead of Cutting Wages: Evidence from Matched Firm Survey-Administrative Data

D.4 Behavioral aspects 2 – Room 2126

M Thon: Competition and risk taking in tournaments

T Auer: Future Orientation and Collaborative Performance in Creative Tasks

S Dato: Lying in Competitive Environments: A Clean Identification of Behavioral Impacts

11:00 - 11:15 Coffee break – Room 2105

11.15 – 12:15

Parallel sessions E

E. 1 Leadership – Room 2023

E Chevrot: Value-Based Leadership

D Schindler: The Value of Leadership: Evidence from a Large-Scale Field Experiment (*note, will be presented by D Grothe*)

E.2 Inequality 2 – Room 2039

P Yang: Explaining the unexplained: The effects of dispersion in (un)explained pay on team performance: A boundary perspective

P Bingley: Earnings Dynamics, Inequality and Firm Heterogeneity

E.3 Gender gap 2 – Room 2119

H Sonnabend: Gender differences in overconfidence and decision-making in high-stakes competitions: evidence from freediving contests

A Boschini: Gendered perceptions of reality among women and men managers

12:15 – 13:00 Lunch - Canteen

13:00 – 14:00

Parallel sessions F

F.1 Absenteeism – Room 2023

J Starzetz: Employee Absenteeism in the Digital Age

T Denis: Should I stay or should I go? Analysis of the effects of employer's practices on worker's sickness presenteeism and absenteeism

F.2 Minorities – Room 2039

D Pregaldini: Does Ethnic Diversity in Schools Affect Occupational Choices?

J Joecks: Dealing with sexual orientation as an invisible stigma in organizations

F.3 New technologies and work/pay 2 – Room 2036

A Lammers: The Impact of a New Workplace Technology on Employees

F Kiener: How IT Progress affects Returns to Specialization and Social Skills

Bus for Herning leaves at 14.30

About the parallel sessions

The last presenter in each parallel session will act as session chair. Tasks: ensure that session starts and ends on time, acts as timekeeper (informs when there's 5, 3 and 1 minutes left of time for presentation. 30 minutes per paper, of which 20-25 minutes for presentation, rest for discussion.

Each room has a projector with HDMI. If you need a special connector, then pls. bring it yourself.