

# Program



LUDWIG-  
MAXIMILIANS-  
UNIVERSITÄT  
MÜNCHEN



Kindly supported by  
 City of Munich  
Department of Labour &  
Economic Development

**MUNEC**  
MUNICH ECONOMICS

 **COPE** 2018  
Colloquium on Personnel Economics Munich





## 21st Colloquium on Personnel Economics, 1 – 2 March 2018

### Access to WLAN:

SSID ("WLAN-name"): mwn-events

User name: "COPE"

Password: "DbtXxBi7"

### Venue:

LMU Munich

Main Building

Geschwister-Scholl-Platz 1

80539 München



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**  
University of Tübingen

COPE 2018 Local Organizer

**Florian Englmaier**  
LMU Munich

The group of guest reviewers for COPE 2018 consists of the following ten members

Tor Eriksson  
Aarhus University

René Fahr  
University of Paderborn

Bernd Frick  
University of Paderborn

Christian Grund  
RWTH Aachen

Oliver Gürtler  
University of Cologne

Jenny Kragl  
EBS

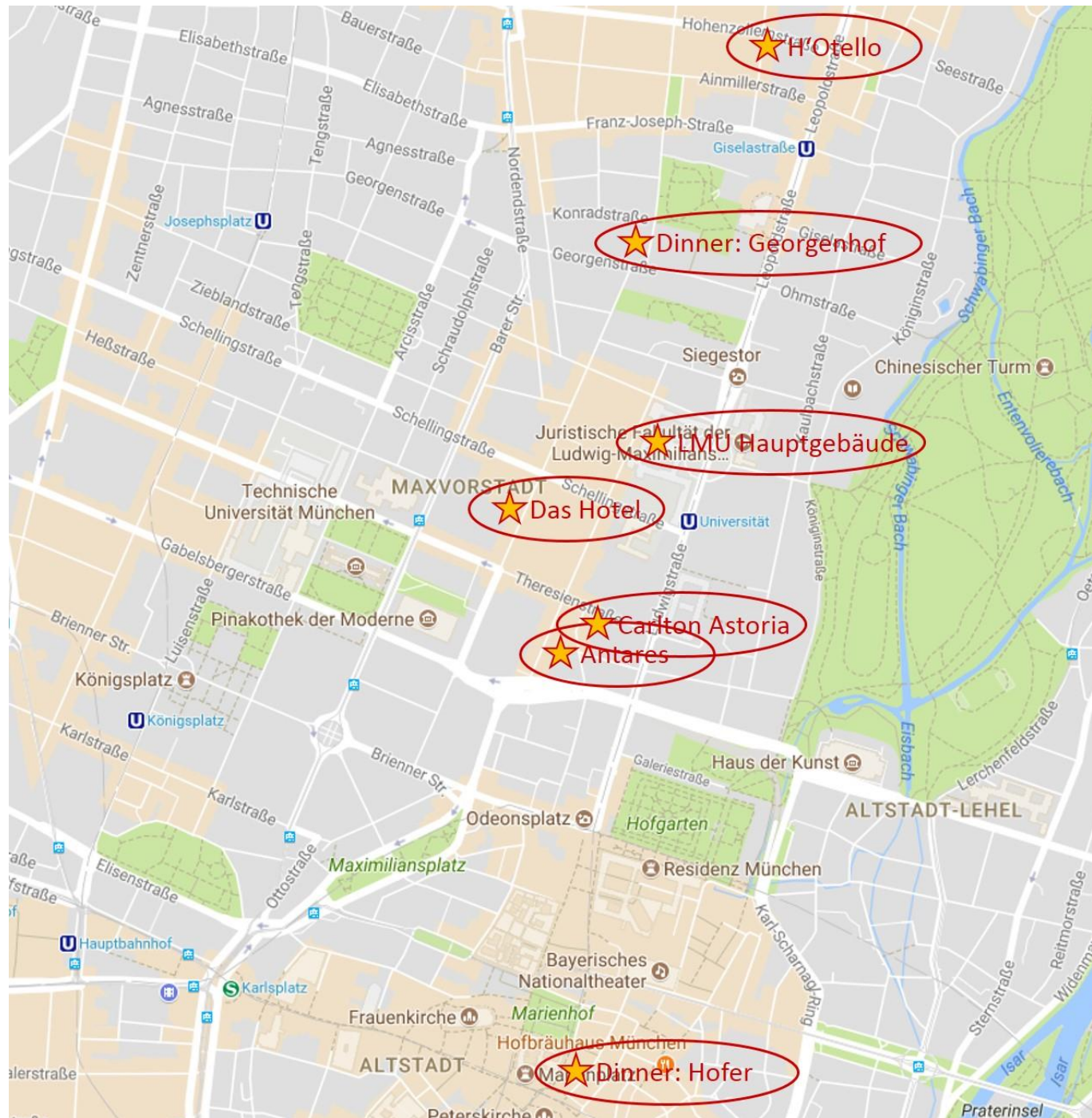
Jens Mohrenweiser  
University of Bournemouth

Wendelin Schnedler  
University of Paderborn

Susanne Warning  
University of Augsburg

Nick Zubanov  
University of Konstanz

# Map of Munich





Wednesday, 28.02.2018

19:30

**Georgenhof**, Friedrichstraße 1, 80801 München

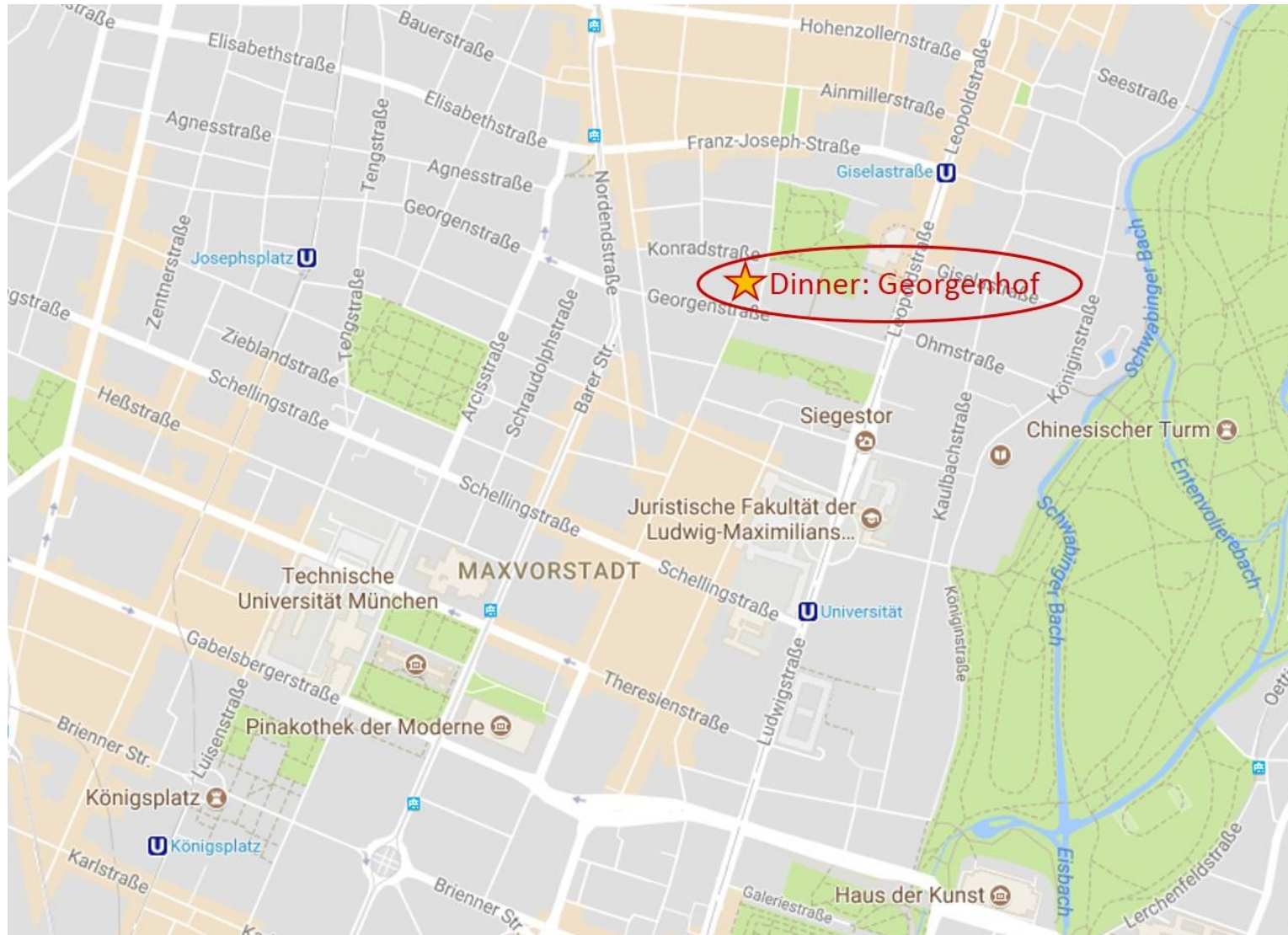
Informal Get-Together-Dinner  
(you may join us whenever you want)

**Das Hotel:** 9 min. walking

**H'Otello:** 10 min walking

**Hotel Carlton Astoria:** 14 min walking or Tram 27/28 from Pinakotheken to Nordendstraße

**Hotel Antares:** 14 min walking or Tram 27/28 from Pinakotheken to Nordendstraße



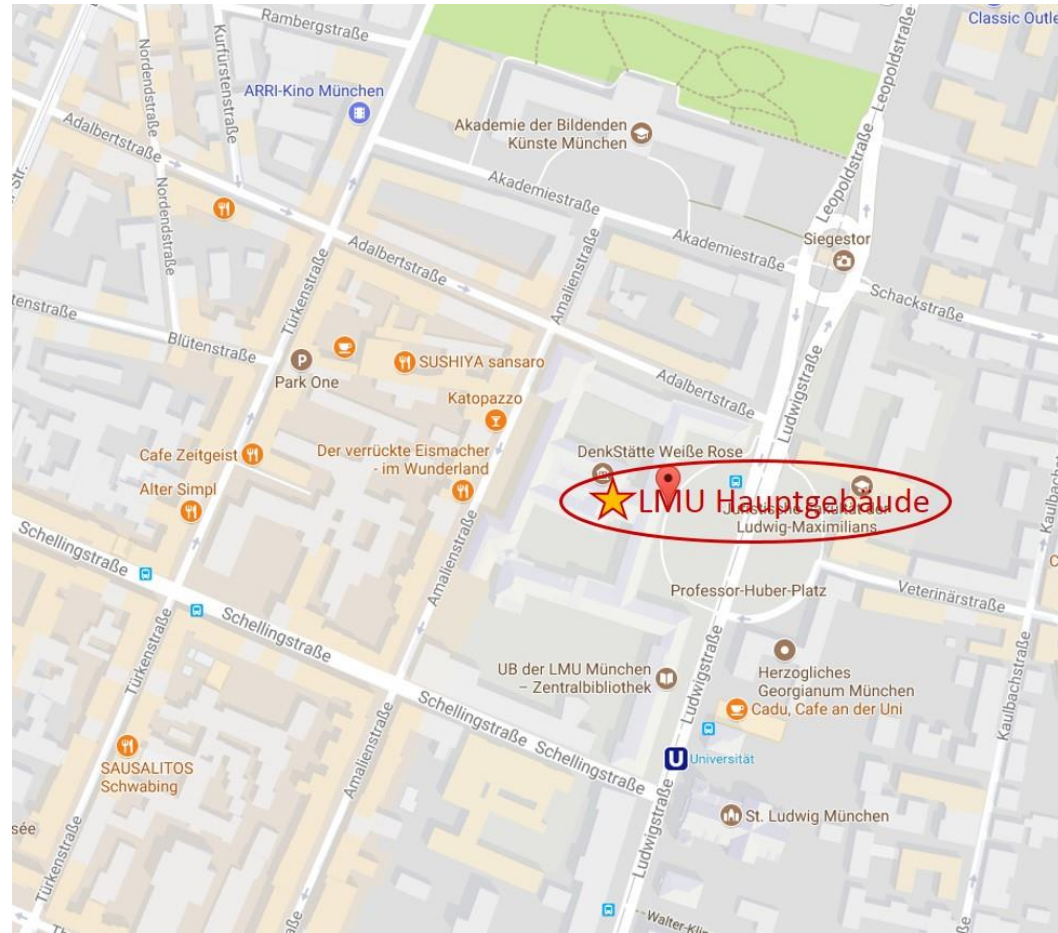




Friday, 02.03.2018

**Conference**    **Conference Venue:**  
LMU Munich,  
Main Building, Geschwister-Scholl-Platz 1, 80539  
Munich

**Das Hotel:** 9 min walking  
**H'Otello:** U3 or U6 from Giselastraße to Universität  
**Hotel Carlton Astoria:** 7 min walking  
**Hotel Antares:** 7 min walking



**Wednesday, 28.02.2018**

<b>19:30</b>	<b>Informal Get-Together-Dinner at Georgenhof</b>	<b>Georgenhof Friedrichstraße 1 80801 München</b>
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**Thursday, 01.03.2018**

<b>08:30 - 09:00</b>	<b>Registration</b>	<b>„Speerträger“ - LMU Main Building</b>
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<b>09:00</b>	<b>Welcome</b>	<b>LMU Main Building</b>
	<b>Uschi Backes-Gellner; Alex Bryson; Oliver Fabel; Kerstin Pull</b>	<b>Room: A 021</b>

<b>09:15 - 10:15</b>	<b>Plenary Session A</b>	<b>Chair: Florian Englmaier</b>	<b>LMU Main Building</b>
	<b>Jennifer Brown (Utah)</b>	<b>Job Search during the Great Recession</b>	<b>Room: A 021</b>

<b>10:15 - 10:30</b>	<b>Coffee Break</b>	<b>Senatssaal - LMU Main Building</b>
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10:30 - 12:15 Session B

LMU Main Building

Room A015	B1	Room A016	B2	Room A017	B3	Room A021	B4	Room A022	B5
<b>Chair:</b> Christian Rupietta	<b>The Effects of Goals</b>	<b>Chair:</b> Anne Niedermaier	<b>Experiments</b>	<b>Chair:</b> Luca Carduck-Eick	<b>Testing Theory with Data from Sports</b>	<b>Chair:</b> Annemarie Gronau	<b>Individual Characteristics</b>	<b>Chair:</b> Felix Peterhammer	<b>Gender: Policies and Outcomes</b>
<b>Sabrina Jeworrek</b>	The good news about bad news: Feedback about past organizational failure and its impact on worker productivity	<b>Hanna Sittenthaler</b>	Cash, Non-Cash or Mix? Gender Matters!? The Impact of Monetary, Non-Monetary and Mixed Incentives on Performance	<b>Julian Nüßle</b>	Performing under pressure: Does joint team experience make a difference?	<b>Julia Hoppe</b>	Pace of life and labor market integration of migrants	<b>Jurjen Kamphorst</b>	Labor Market Quota
<b>Julia Nafziger</b>	Motivational Goal Bracketing: An Experiment	<b>Dirk Sliwka</b>	Learning and Performance Pay – Evidence from three Field Experiments in a Retail Chain	<b>Kerry Papps</b>	Spillovers and team incentives	<b>Nina Kühne</b>	Protestant norms, social ethic, and monitoring	<b>Damiano Pregaldini</b>	Educational Production and Gender Effects in the Classroom: Evidence from a Natural Experiment in Switzerland
<b>Max van Lent</b>	Goal Setting under Uncertainty: A Field Experiment on Rigid and Flexible goals	<b>Kirsten Thommes</b>	Rage because of the machine	<b>Dainis Zegners</b>	'Having the Lead' vs. 'Lagging Behind': The Incentive Effect of Handicaps in Tournaments	<b>Brendan Shanks</b>	What Can We Infer From Behaviours?	<b>Susanne Steffes</b>	The Impact of Affirmative Action on Fairness Perception and On-the-Job Search

12:15 - 13:45 Lunch Break

self-organized;  
see list of options

13:45 – 15:30 Session C

LMU Main Building

Room A015	C1	Room A016	C2	Room A017	C3	Room A021	C4	Room A022	C5
Chair: Christine Harbring	Experiments (2)	Chair: Dominik Grothe	Contract Theory	Chair: Lydia Kaufmann	Individual Characteristics (2)	Chair: Susanne Warning	Corporate Governance and the Role of Gender	Chair: Till Stowasser	Managers & Leaders
<b>Frederik Graff</b>	Competing on the Holodeck On the effect of virtual peers and heterogeneity in dynamic tournaments	<b>Matthias Fahn</b>	Relational Contracts with Private Information on the Future Value of the Relationship: The Upside of Implicit Downsizing Costs	<b>Tobias Schultheiss</b>	How does firms' demand for skilled workers change after labor supply shocks – Skill demands in job advertisements after the introduction of Universities of Applied Sciences	<b>Viktor Bozhinov</b>	Do Female Directors Help Women To Get Into German Management Boards?	<b>Agnes Bäker</b>	The opportunity costs of becoming a dean: Does leadership in academia crowd out research?
<b>Andrea Martinangeli</b>	Coordination via Redistribution	<b>Pierre Fleckinger</b>	Game of Frauds	<b>Michael Kaiser</b>	Segmentation in urban labor markets: a machine learning application and a contracting perspective	<b>Katharina Moser</b>	Board gender quota effectiveness and firm financial performance a difference-in-difference approach	<b>Swarnodeep Homroy</b>	Economic And Social Consequences Of Politically Connected Firms
<b>Petra Nieken</b>	Motivation and Incentives in an Online Labor Market	<b>Benjamin Häusinger</b>	Delegation and Promotion-based Incentive Schemes	<b>Maike Rubin</b>	Job Related Determinants of Unhealthy Life	<b>Martin Schneider</b>	The Gender Pay Gap in European Executive Boards: The Role of the Directors' Pathway into the Board	<b>Dana Mináriková</b>	Headhunting in family firms

15:30- 16:00 Coffee Break

Senatssaal - LMU Main Building



16:00 – 17:45 Session D

LMU Main Building

Room A015	D1	Room A016	D2	Room A017	D3	Room A021	C4	Room A022	C5
Chair: Dieter Sadowksi	Entrepreneurship & Innovation	Chair: David Feess	Peers & Reference Points	Chair: Nick Zubanov	Institutions and Incentives	Chair: My Hoa Ho	Job & other Characteristics	Chair: Katrin Scharfen- kamp	Job Outcomes and Gender
<b>Tobias Brändle</b>	Labor Mobility and Innovation: What is the Role of Researcher Turnover?	<b>Adam Ayaita</b>	Positional Preferences and Narcissistic Rivalry	<b>Pooyan Khashabi</b>	Heterogenous effects of performance pay with market competition: evidence from a randomized field experiment	<b>Radoslaw Nikolowa</b>	How to sell jobs	<b>Jens Stegmeier</b>	Underrepresentation of Female Managers and Firm Survival
<b>Patrick Lehnert</b>	The Effect of an Education-driven Labor Supply Shock on Firms' R&D Personnel	<b>Till Stowasser</b>	Paying and Incentivizing Agents with Reference- Dependent Preferences	<b>Fabian Ochsenfeld</b>	The Relational Nature of Employment Dualization: Evidence from Subcontracting Establishments	<b>Elena Shvartsman</b>	Call me on Sunday: The impact of permanent availability on employee well- being	<b>Heinrich Ursprung</b>	Endogenous Maternity Allowances as exemplified by Academic Promotion Standards
<b>Claus Schnabel</b>	Do start-ups provide employment opportunities for disadvantaged workers?	<b>Sebastian Schaube</b>	The impact of self- selection on performance	<b>Emre Ekinci</b>	Hold-up and employee turnover: Evidence from wrongful-discharge laws	<b>Sébastien Richard</b>	Assessing the Propensity for Presenteeism with Sickness Absence Data	<b>Bernd Frick &amp; Robert Simmons</b>	The Gender Wage Gap among German Members of Parliament: The Impact of Sideline Jobs and Incidental Incomes

17:45- 18:00 Coffee Break

Senatssaal - LMU Main Building

18:00-19:00 Plenary Session E

Chair: Uschi Backes-Gellner

LMU Main Building

Jordi Blanes-I-Vidal (LSE)

Face-to-Face Communication in Organizations

Room: A 021

19:30

Conference Dinner at Hofer  
Stadtwirt

Burgstraße 5, 80331 Munich

Friday, 02.03.2018

08:30 – 09:00 Coffee

Senatssaal - LMU Main Building

09:00 - 10:45 Session F

LMU Main Building

Room A015	F1	Room A016	F2	Room A017	F3	Room A021	F4	Room A022	F5
Chair: Thomas Zwick	Talent Selection	Chair: Felix Peterhammer	Behavioral Contract Theory	Chair: Robert Simmons	Effects of HRM Policies	Chair: Britta Butz	Earnings: Determinants and Consequences	Chair: Laura Rosendahl Huber	Gender Effects in Leadership
Katharina Frosch	HR decision makers as organizational gate keepers: Evidence from experimental data in German high tech firms	Maximilian Breu	Focusing Attention in Multiple Tasks	Alex Bryson	Can HRM Improve Schools' Performance?	Daniel Fackler	Who buffers income losses after job displacement? The role of alternative income sources, the family, and the state	Jasmin Joecks	Faultlines and Innovation: The bridging role of women directors on corporate boards
Matthias Heinz	Why Do Employees (Not) Make Referrals?	Hideshi Itoh	Image Concerns in Teams	Elisa Gerten	Controlling Working Crowds: The Impact of Digitalization on Worker Autonomy and Monitoring	Colin Green	Employer Size and Supervisor Earnings: Evidence from Britain	Mariann Rigó	Gender Differences in the Effect of the Subjective Content of Supervisory Feedback
Stefanie Wolter	Do professional HR instruments help to identify lemons?	Ester Manna	Envy in Mission-Oriented Organizations	Tina Hinz	Personnel Policy Adjustments when Apprentice Positions Are Unfilled: Evidence from German Establishment Data	Jens Mohrenweiser	Firms' wage structures, workers' fairness perceptions and turnover intentions: Evidence from linked employer-employee data	Alexander Speil	Hired for Soft Skills or Assessor Bias? Rater Subjectivity and Gender Effects in a Partially Outsourced Recruitment Process

10:45 - 11:00 Coffee

Senatssaal - LMU Main Building



11:00 - 12:45

Plenary Session G

LMU Main Building

Room A015	G1	Room A016	G2	Room A017	G3	Room A021	G4	Room A022	G5
<b>Chair:</b> Oliver Fabel	<b>Shocks and Hiring</b>	<b>Chair:</b> Jenny Kragl	<b>Incentive Theory</b>	<b>Chair:</b> Alwine Mohnen	<b>Provision of Feedback</b>	<b>Chair:</b> Rene Fahr	<b>Wages: Effects and Determinants</b>	<b>Chair:</b> Michael Beckmann	<b>Worker Training</b>
<b>Sebastian Butschek</b>	Raising the bar: the effect of labour cost shocks on worker selection	<b>Regina Seibel</b>	Inconsistent Time Preferences and On-the-job Search	<b>Hideo Owan</b>	How Informative is Three-Hundred-Sixty-Degree Evaluation?	<b>Eva Hank</b>	Does extended unemployment benefit duration ameliorate the negative employment effects of job loss?	<b>Krystina Titz</b>	Further Training and Affective Commitment
<b>Samuel Muehleemann</b>	Hiring costs and labor market tightness	<b>Marco Serena</b>	The value of information on deadlines	<b>Timo Vogelsang</b>	Individual Incentives and Supervisor Feedback – Evidence from a Field Experiment in a Retail Chain	<b>Lazlo Goerke</b>	Trade Unions and Corporate Social Responsibility	<b>Annemarie Gronau</b>	Autonomy in a Principal Agent Model
<b>Christian Eggenberger</b>	Specificity of Skills and the Effects of Trade Shocks	<b>Nikos Theodoropoulos</b>	Informal Delegation and Training	<b>Rainer Rilke</b>	Reporting Hierarchies and Honesty in Three-Player Coordination Games with Payoff Commonalities	<b>Filiz Gülal</b>	The Impact of Minimum Wages on Satisfaction Measures: Evidence from a Quasi-Experiment in Germany	<b>Michael Maier</b>	Does firm-based training address the risk of automation?

12:45 – 13:30

Lunch

Catering

Senatssaal - LMU Main Building

13:30 - 14:30

Plenary Session H

Chair: Kerstin Pull

LMU Main Building

Catherine Thomas (LSE)

Experience Markets: An Application to Outsourcing and Hiring

Room: A 021

14:30 - 14:45

Farewell/End of Conference

LMU Main Building