

**Programm des 14. Kolloquiums zur Personalökonomie**  
**am 9. - 11. Februar 2011 in Zürich**  
*Stand 06.01.2011*

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**Veranstaltungsort:** Universität Zürich, Rämistrasse 71, 8006 Zürich

Hörsäle: KOL-H-312, KOL-H-317, KOL-H-320, KOL-H-321

Lageplan: <http://www.plaene.uzh.ch/lageplaene/zentrum.html#ankormap>

**Mittwoch, 9. Februar 2011**

Das Tagungsbüro (KOL-H-322) ist ab **14.30 Uhr** geöffnet.

**15:00 – 15:15 Begrüssung und Organisatorisches**

Raum: KOL-H-312

Uschi Backes-Gellner, Oliver Fabel, Matthias Kräkel, Kerstin Pull

**15:15 – 17:30 English Panel Session**

Raum: KOL-H-312

Diskussionsleitung: Oliver Fabel, Uni Wien

<u>Pfeifer, Christian</u> (Uni Lüneburg) Backes-Gellner, Uschi (Uni Zürich) Janssen, Simon (Uni Zürich) Yang, Philip (Uni Hannover)	Effects of Training on Promotions and Suggestions in an Internal Labor Market
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<u>Eisenkopf, Gerald</u> (Uni Konstanz) Gächter, Simon (Uni Nottingham) Montinari, Natalia (Uni Padua)	Incentive spillovers on voluntary cooperation
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<u>Zhou, Nannan</u> (Uni Köln) Nieken, Petra (Uni Bonn) Sadrieh, Abdolkarim (Uni Magdeburg)	Overconfidence and the Reluctance of Managers to Delegate Tasks
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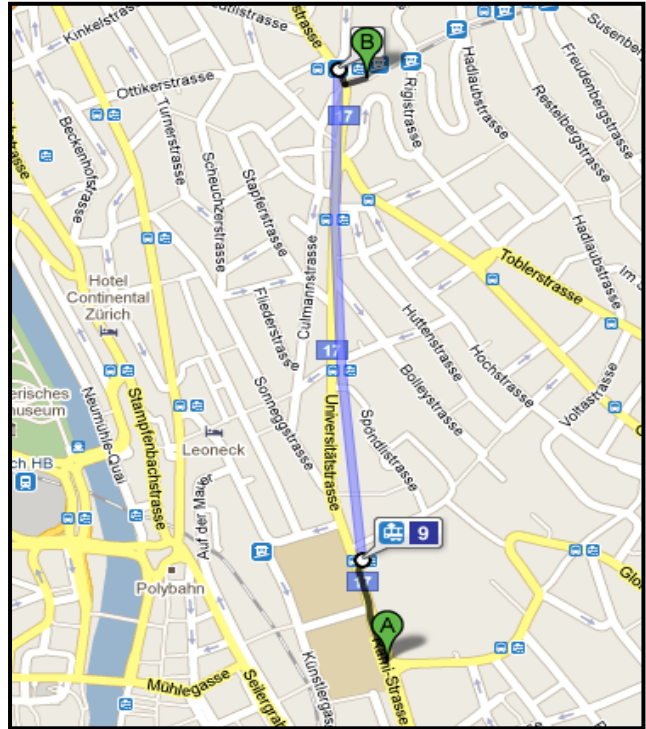
**17:30 – 17:45 Kaffeepause**

<b>17:45 – 18:30 Keynote Speech Edward Lazear</b> Raum: KOL-H-312	Diskussionsleitung: Uschi Backes-Gellner, Uni Zürich
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19:30

## Konferenz-Dinner

Im **Restaurant Linde Oberstrass**,  
Universitätsstrasse 91, 8006 Zürich,  
<http://www.linde-oberstrass.ch>



## **Donnerstag, 10. Februar 2011**

Das Tagungsbüro (KOL-H-322) ist ab **8.30 Uhr** geöffnet.

09:00 – 09:45 „**Theoretical Research Plenary**“

Raum: KOL-H-312

Diskussionsleitung: Oliver Fabel, Uni Wien

<u>Sliwka, Dirk</u> (Uni Köln) Höffler, Felix (WHU)	Strategic Purity or "Stuck in the Middle"? - Internal Incentive Structure and Strategic Positions
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09:45 – 10:00 **Kaffeepause**

10:00 – 12:15 **Parallel Session A**

### **A1: Incentives in Tournaments**

Raum: KOL-H-312

Diskussionsleitung: Matthias Kräkel, Uni Bonn

<u>Danilov, Anastasia</u> (Uni Köln) Harbring, Christine (KIT) Irlenbusch, Bernd (Uni Köln)	Helping and Sabotage in Teams: Evidence from a Laboratory Experiment
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<u>Nieken, Petra</u> (Uni Bonn) Kräkel, Matthias (Uni Bonn)	Corporate Careers in the Shadow of Bankruptcy
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<u>Wu, Fan</u> (Uni Magdeburg) Wolff, Birgitta (Uni Magdeburg)	Money, Fame, or Just for the Sake of it: A Real-Effort Experiment on Incentives for Employee Participation
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### **A2: Training**

Raum: KOL-H-317

Diskussionsleitung: Martin Schneider, Uni Paderborn

<u>Janssen, Simon</u> (Uni Zürich) Backes-Gellner, Uschi (Uni Zürich)	The short and long term consequences of early labor market transitions
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<u>Wenzelmann, Felix</u> (BIBB) Pfeifer, Harald (BIBB) Schönfeld, Gudrun (BIBB)	How specific is German apprenticeship training?
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<u>Mohrenweiser, Jens</u> (ZEW) Backes-Gellner, Uschi (Uni Zürich) Zwick, Thomas (LMU München)	Poaching and Firm Sponsored Training: First Clean Evidence
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### **A3: Reputational Effects**

Raum: KOL-H-320

Diskussionsleitung: Gerald Eisenkopf, Uni Konstanz

<u>Kopp, Susanne</u> (Uni Tübingen) <u>Pull, Kerstin</u> (Uni Tübingen) Unger, Birgit (Uni Tübingen)	„Like father(s), like son(s): Is there a relation between advisor and student productivity on group level?“
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<u>Yilmaz, Levent</u> (Uni Frankfurt) Homann, Wiebke (Uni Frankfurt)	Pro-Social Behavior of the Unemployed Individuals – An Experimental Study
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<u>Frick, Bernd</u> (Uni Paderborn)	The Impact of Individual and Collective Reputation on Wine Prices: Empirical Evidence from the Mosel Valley
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### **A4: Career Success**

Raum: KOL-H-321

Diskussionsleitung: Simone Tuor, Uni Zürich

<u>Yang, Philip</u> (Uni Hannover) Backes-Gellner, Uschi (Uni Zürich) Janssen, Simon (Uni Zürich) Pfeifer, Christian (Uni Lüneburg)	Careers and Productivity in an Internal Labor Market
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<u>Brösamle, Klaus</u> (Nuffield College) Nordström-Skans, Oskar (Uni Uppsala)	Paths to Higher Office: Evidence from the Swedish Civil Service
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<u>Geel, Regula</u> (Uni Zürich) Backes-Gellner, Uschi (Uni Zürich)	Career Entry and Success After Tertiary Vocational Education
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12:15 - 13:45 **Mittagspause**

13:45 – 16:00 **Parallel Session B**

### **B1: Market and Reservation Wages**

Raum: KOL-H-317

Diskussionsleitung: Thomas Zwick, LMU München

<u>Brandes, Leif</u> (Uni Zürich) Frank, Egon (Uni Zürich)	Social Preferences or Personal Career Concerns? Field Evidence on Market Wages and Reciprocity in the Workplace
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<u>Humpert, Stephan</u> (Uni Lüneburg) Pfeifer, Christian (Uni Lüneburg)	Age and gender differences in reservation and entry wages and working time preferences: An explanation for differences in employment rates?
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<u>Kragl, Jenny</u> (Uni Wiesbaden) Schöttner, Anja (Uni Bonn)	Wage Floors and Optimal Job Design
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**B2: Gender Issues**

Raum: KOL-H-321

Diskussionsleitung: Bernd Frick, Uni Paderborn

<u>Oswald, Yvonne</u> (Uni Zürich) <u>Backes-Gellner, Uschi</u> (Uni Zürich) <u>Tuor, Simone</u> (Uni Zürich)	Part-Time Employed and Female - How Two Negative Signals Make One Positive
<u>Breuer, Kathrin</u> (Uni Köln)	Are females better leaders? - A field study on gender differences in subjective performance evaluations
<u>Tuor, Simone</u> (Uni Zürich) <u>Backes-Gellner, Uschi</u> (Uni Zürich) <u>Janssen, Simon</u> (Uni Zürich) <u>Stancov, Vitalie</u> (Uni Zürich)	The Gender Pay Gap in Performance Pay

**B3: Organizational Structures**

Raum: KOL-H-320

Diskussionsleitung: Dieter Sadowski, Uni Trier

<u>Armbruster, Kathrin</u> (Uni Basel)	Technological innovations and the allocation of decision-making authorities in Swiss firms
<u>Teuber, Silvia</u> (Uni Zürich) <u>Backes-Gellner, Uschi</u> (Uni Zürich) <u>Ryan, Paul</u> (King's College, Cambridge) <u>Wagner, Karin</u> (HTW Berlin)	Varieties of Capitalism and its implications on the organizational structure in engineering plants in the USA, Switzerland, the UK and Germany
<u>Kuhn, Dieter</u> (Uni Basel)	Delaying and Firm Performance: Empirical Evidence from Swiss firm-level

**B4: Benefits of Incentives**

Raum: KOL-H-312

Diskussionsleitung: Matthias Kräkel, Uni Bonn

<u>Hammermann, Andrea</u> (Uni Aachen) <u>Mohnen, Alwine</u> (Uni Aachen)	Who benefits from Benefits? – Empirical and Experimental Research on Intentions and Effects of Tangible Incentives-
<u>Mohnen, Alwine</u> (Uni Aachen) <u>Werner, Arndt</u> (IFM Bonn)	Reference Dependent Preferences in Employer-Employee-Relationships: Survey Evidence on the Incentive Impact of Fixed Wages
<u>Schöttner, Anja</u> (Uni Bonn) <u>Kvalov, Ola</u> (Uni Stavanger)	Incentives to Motivate

16:00 – 16:15 **Kaffeepause**

16:15 - 17:45 **Parallel Session C**

**C1: Bonus Issues**

Raum: KOL-H-312

Diskussionsleitung: Frauke Lammers, Uni Bern

<u>Kampkoetter, Patrick</u> (Uni Köln) Sliwka, Dirk (Uni Köln)	Die Wirkung der Finanzkrise auf Bonuszahlungen in deutschen Banken
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<u>Lang, Markus</u> (Uni Zürich) Dietl, Helmut (Uni Zürich) Grossmann, Martin (Uni Zürich) Wey, Simon (Uni Zürich)	The Effect of Bonus Taxes on Executive Pay in a Principal-Agent Model
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**C2: Entrepreneurship**

Raum: KOL-H-317

Diskussionsleitung: Michael Beckmann, Uni Basel

<u>Fabel, Oliver</u> (Uni Wien) Sonderegger, Rolf (Uni Wien) Weber, Thomas (Axpo Holding)	The Economics of Matching Nascent Entrepreneurs: Human Capital Effects in Partnership of Founders
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<u>Hopp, Christian</u> (Uni Wien) Stephan, Ute (Uni Leuven)	A life after entrepreneurship? – The effects of nascent entrepreneurial activity on subsequent employment
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**C3: Top Management Behaviour**

Raum: KOL-H-320

Diskussionsleitung: Florian Englmaier, LMU München

<u>Zimmermann, Stefan</u> (Uni Würzburg)	Appointments and Exits of Top Managers in Germany - Are Heterogeneity and Considerations Relevant?
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<u>Pieper, Jan</u> (Uni Zürich) Nüesch, Stephan (Uni Zürich) Frank, Egon (Uni Zürich)	How Expectations Affect Managerial Change
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**C4: Performance Pay**

Raum: KOL-H-321

Diskussionsleitung: Alwine Mohnen, RWTH Aachen

<u>Bäker, Agnes</u> (Uni Tübingen) Mertins, Vanessa (Uni Trier)	Risk-Sorting and Preference for Team Piece Rates
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<u>Lehmann, Christian</u> (Uni Münster) <u>Wickhorst, Hanke</u> (Uni Münster)	The Effect of Abilities on Incentive Contracts: Theory and Empirical Evidence
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17:45 – 18:00 **Kurze Pause**

18:00 – 18:45 „ **Experimental Research Plenary**“

Raum: KOL-H-312

Diskussionsleitung: Matthias Kräkel, Uni Bonn

<p><u>Englmaier, Florian</u> (Uni München) Roider, Andreas (Uni Heidelberg) Sunde, Uwe (Uni St.Gallen)</p>	<p>The Role of Information in Performance Schemes: Evidence from a Field Experiment</p>
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19:30

„Spaghetti-Plausch“  
im **Restaurant Commihalle**,  
Stampfenbachstrasse 8, Zürich

<http://www.commercio.ch/commihalle/>



**Freitag, 11. Februar 2011**

09:00 – 10:30 **Parallel Session D**

**D1: The Organization of Work**

Raum: KOL-H-321

Diskussionsleitung: Christian Grund, Uni Würzburg

<u>Rupietta, Christian</u> (Uni Zürich) Backes-Gellner, Uschi (Uni Zürich) Tuor, Simone (Uni Zürich)	Educational Spillovers on Firm-Level: Who Benefits?
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<u>Berger, Johannes</u> (Uni Köln) <u>Herbertz, Claus</u> (Uni Köln) Sliwka, Dirk (Uni Köln)	Managerial Incentives and Promotion Decisions in Firms - Theory and Evidence from the Field
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**D2: Institutions**

Raum: KOL-H-312

Diskussionsleitung: Christian Pfeifer, Uni Lüneburg

<u>Brändle, Tobias</u> (Uni Tübingen)	Works Councils and Flexible Collective Bargaining Agreements
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<u>Zwick, Thomas</u> (LMU München)	Betriebliche Faktoren beim individuellen Risiko Lohnkürzungen ausgesetzt zu sein
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**D3: Employee Retention**

Raum: KOL-H-317

Diskussionsleitung: Simon Jansen, Uni Zürich

<u>Steffes, Susanne</u> (ZEW) Iwanowsky, Mathias	Who Wins the Competition for Best Performers? - An Empirical Analysis with Linked Employer-Employee Data
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<u>Mühler, Grit</u> (ZEW) Steffes, Susanne (ZEW)	The relationship between corporate HRM and employee retention
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10:30 – 10:45 **Kaffeepause**

10:45 – 11:30 **“Empirical Research Plenary”**

Raum: KOL-H-312

Diskussionsleitung: Kerstin Pull, Uni Tübingen

<u>Schneider, Martin</u> (Uni Paderborn) Iseke, Anja (Uni Paderborn) <u>Plassmann, Birgit</u> (Uni Paderborn) Schulze-Bentrop, Conrad (Uni Paderborn)	Wie werden interorganisationale Forschungsgruppen erfolgreich? Informationsaustausch und demografische Verwerfung
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11:30 – 11:45 **Schlussworte**

*Uschi Backes-Gellner, Oliver Fabel, Matthias Kräkel, Kerstin Pull*