

Program



**Universität
Zürich** ^{UZH}

 **COPE** 2024
Colloquium on Personnel Economics **Zürich**



26th Colloquium on Personnel Economics, 14 – 16 February 2024

Venue:
University of Zurich
Building RAA
Rämistrasse 59
8001 Zürich

Program as of February 12 2024



The scientific committee consists of the following five members

Uschi Backes-Gellner
University of Zurich

Alex Bryson
University College London

Oliver Fabel
University of Vienna

Anders Frederiksen
Aarhus University

Kerstin Pull
University of Tübingen

The group of guest reviewers for COPE 2024 consists of the following nineteen members:

Christine Erhel, CNAM
Tor Eriksson, Aarhus University
John Forth, CASS Business School, City University
Bernd Frick, Paderborn University
Rafael Gomez, University of Toronto
Amanda Goodall, Bayes Business School
Colin Green, NTNU
Christian Grund, RWTH Aachen
Christine Harbring, RWTH Aachen
Antti Kauhanen, ETLA Economic Research, JSBE
Jenny Kragl, EBS Business School
Hideo Owan, Wasada University
Heloise Petit, University of Lille
Rob Simmons, University of Lancaster
Dirk Sliwka, University of Cologne
Takao Kato, Colgate University
Kirsten Thommes, Paderborn University
Susanne Warning, Augsburg University
Philip Yang, Paderborn University

Wednesday, 14.02.2024

From 19.00	Early Registration	Foyer Building RAA
19:30	Informal Get-Together-Dinner at Cafeteria "Rämi 59"	Cafeteria in Building RAA Rämistrasse 59, 8001 Zürich

Thursday, 15.02.2024

08:30 - 09:00	Registration	Foyer Building RAA
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09:00	Welcome	RAA-G-01 (Aula)
Harald Gall (Dean of the Faculty of Business, Economics, and Informatics, University of Zurich)		
Uschi Backes-Gellner		

09:25 - 10:15	<u>Plenary Session A</u>	Chair: Anders Frederiksen	RAA-G-01 (Aula)
Bryson, Alex; White, Michael		Human resource management technology, workplace performance, and employee well-being in the British public sector	

10:15 - 10:30	Coffee Break	Foyer Building RAA
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RAA-G-01	B1	RAA-E-30	B2	RAA-E-08	B3	RAA-E-12	B4	RAA-E-21	B5
Chair: Kerstin Pull	Leadership and Performance in Teams	Chair: Thomas Zwick	Worker Absence & Presenteeism	Chair: Simon Janssen	Female Careers	Chair: Maddalena Davoli	Worker Representation & Ownership	Chair: Florian Englmaier	Worker Health & Job Quality
Grund, Christian; Harbring, Christine; Klinkenberg, Lisa	Creative performance in teams: The effect of workplace settings – an experimental study	Brenøe, Anne Ardila; Krenk, Ursa ; Steinhauer, Andreas; Zweimüller, Josef	Firm adjustments to worker absence: Evidence from four family policy regimes	Distefano, Mimosa; Ibrahimi, Klea ; Janssen, Simon; Kügler, Alice; Tô, Linh	The careers of women inventors	Mohrenweiser, Jens ; Pfeifer, Christian	Works councils and justice perceptions	Blanchard, Pablo; Burdin, Gabriel ; Dean, Andrés	Property rights: Sick pay and effort supply
Schnedler, Wendelin; Klein, Eva	Do supervisors reduce performance in teams facing non-routine tasks? Evidence from a field experiment	Pütz, Lisa	The impact of workplace conflicts on sickness absence and voluntary turnover	Gorny, Paul ; Nieken, Petra; Trenkle, Martin	The gender of opportunity: How gendered job titles affect job seeker attraction	Benveniste, Elia	Buying out the means of production: worker cooperatives, wages and productivity	Ehmann, Stefanie; Kampkötter, Patrick; Wenzel, Julian ; Wolter, Stefanie	In the hand of the family: Management practices and perceived job quality
Bäker, Agnes ; Coreynen, Wim; van Hugten, Joeri; Vanderstraeten, Johanna; van Witteloostuijn, Arjen	Introverted leaders and their teams	Grund, Christian; Nießen, Anna	The use of performance appraisals and employees' presenteeism behavior	Von Essen, Emma; Smith, Nina	Network connections and board seats: are female networks less valuable?	Burdin, Gabriel; Garcia-Louzao, Jose	Employee-owned firms and the careers of young workers	Stephan, Meike ; Scholz, T.; Soost, C.; Werner, A.	Where to find my balance? Organizational size and its impact on the effort-reward imbalance of employees

RAA-G-01	C1	RAA-E-30	C2	RAA-E-08	C3	RAA-E-12	C4	RAA-E-21	C5
Chair: Alex Bryson	Job Market Dynamics	Chair: Susanne Warning	Remote Work Impacts	Chair: Christian Grund	Job Performance	Chair: Martin Schneider	Training and Skills	Chair: Anders Frederiksen	Gender Pay Dynamics
Linckh, Carolin; Mühlemann, Samuel; Pfeifer, Harald	Beggars cannot be choosers: The effect of labour market tightness on hiring standards, wages and hiring costs	Sundermeyer, Stefanie	Time will tell: Working from home and job satisfaction over time	Grund, Christian; Soboll, Alexandra	The role of employees' self-evaluations for job satisfaction and subsequent job performance	Zisler, Chiara; Bettinger, Eric; Backes-Gellner, Uschi	Empowering refugees and immigrants: The role of skill training programs and workplace-based cultural skills in labor market integration	Galanakis, Yannis; Gosling, Amanda	Mind the (gender pay) gap: Firm productivity and board gender composition
Bryson, Alex; Dale-Olsen, Harald	Job search, efficiency wages and taxes	Nieken, Petra; Walther, Sven	Honesty in virtual communication	Brade, Raphael	Short-term events, long-term friends? Freshman orientation peers and academic performance	Tüllmann, Ellen; Schneider, Martin	Training and quitting around the world – Evidence from personnel records	Drazkowski, Hubert; Timmermans, Bram; Tyrowicz, Joanna	Token women: are there spillovers from gender board diversity?
Peeters, Thomas; van Ours, Jan	International assortative matching	Lewandowski, Piotr; Lipowska, Katarzyna; Smoter, Mateusz	Mismatch in preferences for working from home – evidence from discrete choice experiments with workers and employers	Gürtler, Oliver; Heinz, Matthias; Schäfer, Kai; Sliwka, Dirk; Thon, Max	Strategic incentives in intermediary markets	Palfy, Patricia; Kiener, Fabienne; Pfeifer, Harald; Pull, Kerstin; Backes-Gellner, Uschi	The importance of social and digital skills training when hiring for teams: A large-scale discrete choice experiment with recruiters	Jones, Melanie; Kaya, Ezgi; Papps, Kerry L.	The ongoing impact of gender pay gap transparency legislation

RAA-G-01	D1	RAA-E-30	D2	RAA-E-08	D3	RAA-E-12	D4	RAA-E-21	D5
Chair: Thomas Peeters	Stereotypes and Discrimination	Chair: Agnes Bäker	Performance Pay	Chair: Gabriel Burdin	Workplace Monitoring	Chair: Hendrik Sonnabend	Career Choices	Chair: Jenny Kragl	Management and Decision Processes
Moritz, Raphael; Manger, Christian; Pull, Kerstin	The visual narrative: Social media, stereotypes and ethnic discrimination	Clemens, Marco; Sauermann, Jan	Making the right call: The heterogeneous effects of individual performance pay on productivity	Burdin, Gabriel; Dughera, Stefano; Landini, Fabio; Belloc, Filippo	Contested transparency: Digital monitoring technologies and worker voice	Goller, Daniel; Wolter, Stefan C.	Reaching for gold! The impact of a positive reputation shock on career choice	Böckerman, Petri; Bryson, Alex; Ilmakunnas; Ilari; Ilmakunnas, Pekka	Do management practices affect retirement intentions? Insights from linked survey and register data
Gregory-Smith, Ian; Bryson, Alex; Gomez, Rafael	Discrimination in employment retention. Lost career earnings in the NFL	Mehrzad, Baktash	Does performance pay increase the risk of worker loneliness?	Bosworth, Steven	Monitoring, workplace socialisation, and collective action	Brunner, Laura; Davoli, Maddalena; Backes-Gellner, Uschi	Financial literacy inequalities: the role of educational curricula and occupational choices	Itoh, Hideshi; Morita, Kimiyuki	Delegation and decision process in organizations
Hoey, Sam; Peeters, Thomas; Szymanski, Stefan	Racial discrimination in the labour market of English football managers	Barrenechea-Mendez, Marco; Martinez-de-Morentin, Sara	Unintended effects of unemployment insurance: Worker's choice of performance pay			Lehnert, Patrick; Pfeifer, Harald	Environmental awareness and occupational choices of adolescents	Radermacher, Katharina; Lauterbach, Ann Sophie	Are the differences not that different? Exploring an age perspective on employee preferences using reviews

Friday, 16.02.2024

08:30 - 09:20	<u>Plenary Session E</u>	Chair: Oliver Fabel	RAA-G-01 (Aula)
Englmaier, Florian; Hofmann, Michael; Wolter, Stefanie		Mapping the Dynamics of Management Styles — Evidence from German Survey Data	

9:25 - 10:35	Session F	Building RAA
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RAA-G-01	F1	RAA-E-30	F2	RAA-E-08	F3	RAA-E-12	F4	RAA-E-21	F5
Chair: Nina Smith	Gender Dynamics in Careers	Chair: Harald Dale-Olsen	Firm Consolidation & Worker Displacement	Chair: Steven Bosworth	Math Skills and Career Choices	Chair: Jens Mohrenweiser	Consequences of Union Membership	Chair: Piotr Lewandowski	HRM and Skills
Lackner, Mario; Sonnabend, Hendrik	Positive feedback, risk behavior, and gender: Empirical evidence from careers in competitive diving	Dobbelaere, Sabien; McCormack, Grace; Prinz, Daniel; Sóvágó, Sándor	Firm consolidation and labor market outcomes	Brenøe, Anne Ardila; Wasserman, Melanie	Math skills, perceptions of fit, and occupational choice	Davies, Rhys; Bryson, Alex	Charting the decline of the union pay premium in the UK?	Asuyama, Yoko; Owan, Hideo	People management skills, senior leadership skills and the peter principle
DeVaro, Jed; Gürtler, Oliver; Kauhanen, Antti; Kuehn, Joseph	Endogenous career mobility (of women and men) within and across firms	Hanushek, Eric; Janssen, Simon; Light, Jacob D.; Simon, Lisa	The anatomy of labor market distress	Brox, Enzo; Davoli, Maddalena; Strazzeri, Maurizio	Classroom rank in math and career choices	Nüß, Patrick	Management opposition, strikes and union threat	Gholami, Mahdi; Mühlemann, Samuel	The impact of cognitive and non-cognitive skills on selection in training firms, training completion, and post-training earnings trajectories and the important role of the firm

10:35 - 10:55 Coffee Break

Foyer RAA

10:55 - 12:05 Session G

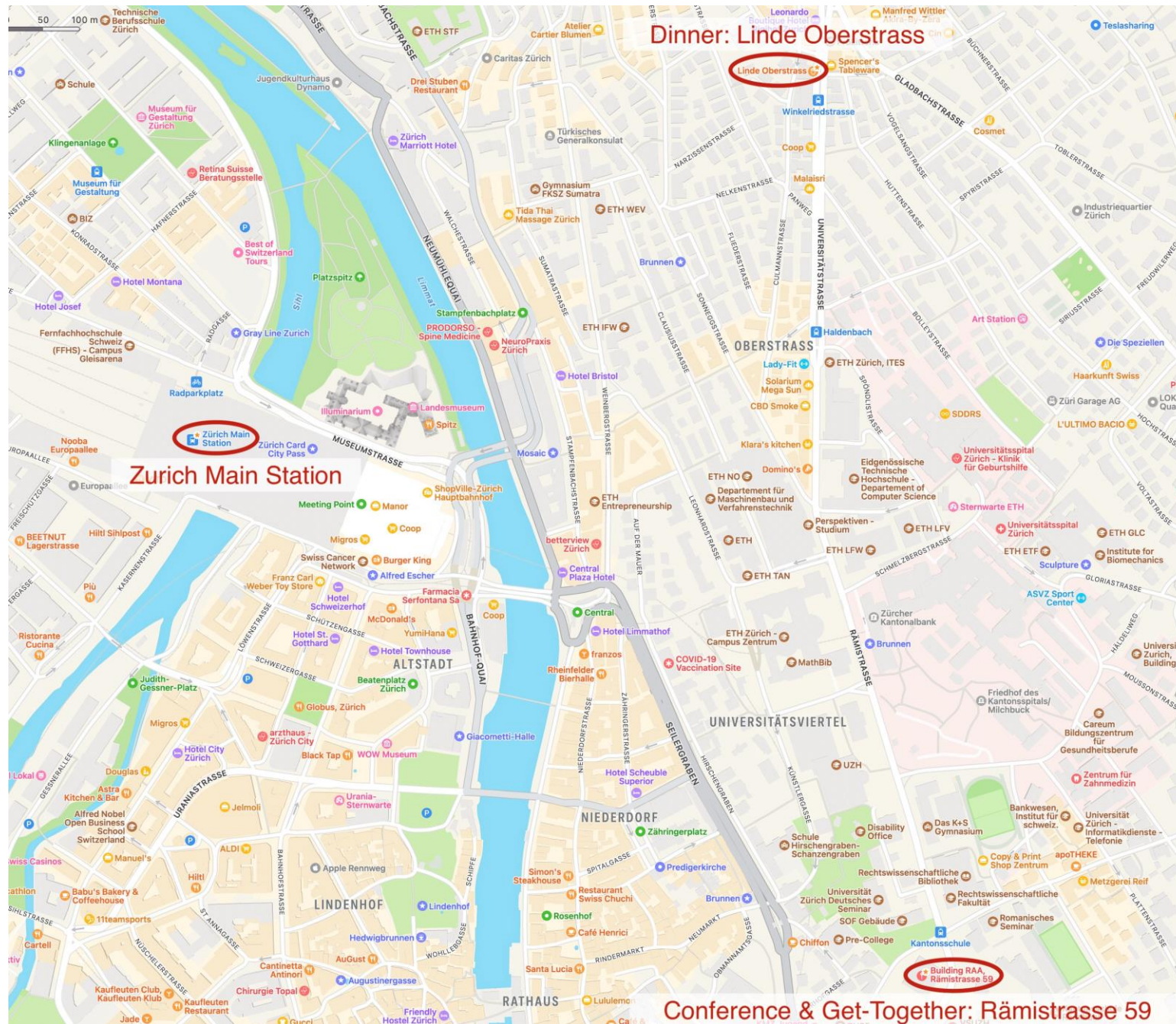
Building RAA

RAA-G-01	G1	RAA-E-30	G2	RAA-E-08	G3	RAA-E-12	G4	RAA-E-21	G5
Chair: Antti Kauhanen	Promotion	Chair: Uschi Backes-Gellner	Personality Traits, Career Advancement, and Performance	Chair: Stefanie Wolter	Workplace Health	Chair: Paul Gorny	Minimum Wages	Chair: Patrick Lehnert	Innovation
Kato, Takao; Westergård-Nielsen, Niels	Life after loss: New evidence on the consequences of losing promotion tournaments	Wang, Liya; Zhang, Yingchao; Owan, Hideo	The effect of personality traits on career progression and gender differences	Erhel, Christine; Guergoat-Larivière, Mathilde; Mofakhami, Malo	Diversity of flexible working time arrangements and workers' health: an analysis on workers' panel and linked employee-employer data for France	Forth, John; Singleton, Carl; Bryson, Alex; Phan, Van; Ritchie, Felix; Stokes, Lucy; Whittard, Damian	Stick or twist? The impact of rising minimum wages on labour mobility	Hayashida, Osamu; Morita, Kimiyuki; Sogo, Takeharu	Transparency and innovation in organizations
Wehner, Caroline; Protsch, Paula; de Grip, Andries	Gender differences in employers' promotion decisions: The role of working-time, care obligations, and work-family policies	Diederich, Sarah; Ehmann, Stefanie; Nüßle, Julian	Playing the trump card: Trait dominance and pay-performance-sensitivity in executive compensation	Okudaira, Hiroko; Kitagawa, Ritsu; Aizawa, Toshiaki; Kuroda, Sachiko; Owan, Hideo	Middle managers and employee health	Doucouliafos, Hristos; Zigova, Katarina	A meta-analysis of minimum wage effects on human capital investment	Akın, E. Ferit; Demirci, Murat; Ekinci, Emre	The effect of international graduate students on university innovation: Evidence from patent data

12:10 - 13:00	<u>Plenary Session H</u>	Chair: Kerstin Pull	RAA-G-01 (Aula)
	Frederiksen, Anders; Kato, Takao ; Smith, Nina	Working Hours, Top Management Appointments, and Gender: Evidence from Linked Employer-Employee Data	

13:00 - 13:15	Closing and Farewell		RAA-G-01 (Aula)
	Uschi Backes-Gellner Alex Bryson Oliver Fabel Anders Frederiksen Kerstin Pull		

Map of Zurich

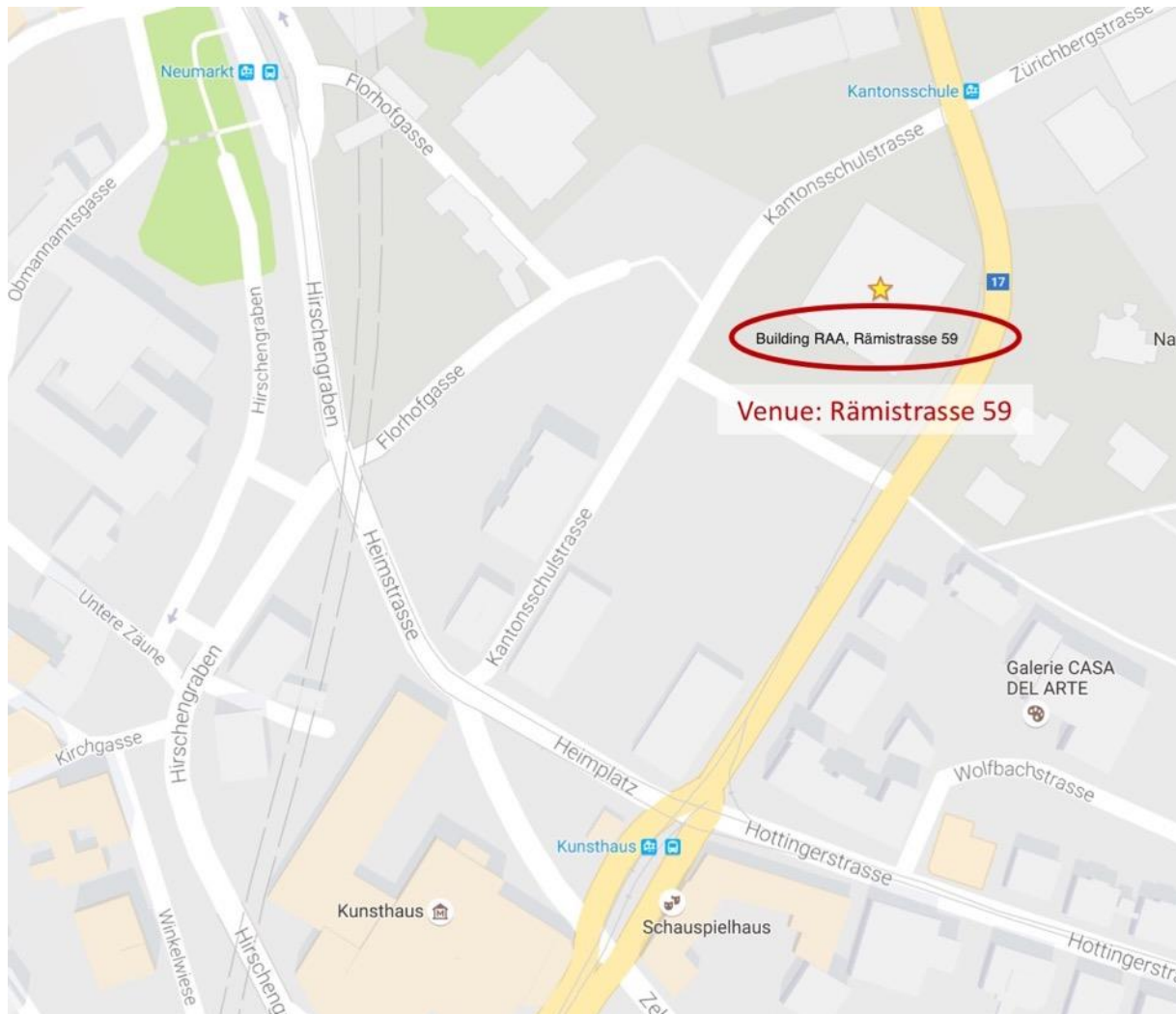


Wednesday, 14.02.2024

from 19:00 **Early Registration at Foyer Building RAA**
University of Zurich, Building RAA,
Rämistrasse 59, 8001 Zürich

19:30 **Informal Get-Together-Dinner**
Cafeteria "Rämi 59" in Buidling RAA,
Rämistrasse 59, 8001 Zürich

From Zurich main station: 15 to 20 min walking or Tram 3 from "Zurich Bahnhofplatz/HB" to "Kunsthau" (4 min) and Tram 5 or 9 from "Kunsthau" to "Kantonsschule" (1 min)



Thursday, 15.02.2024 and Friday 16.02.2024

Thursday 8:30 to 17:45
Friday 8:30 to 13:15

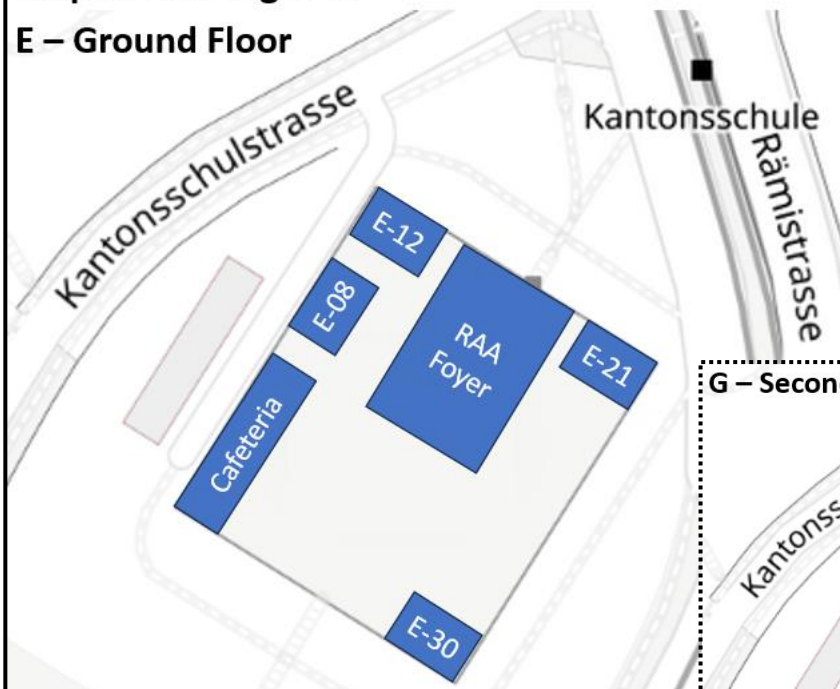
Conference
University of Zurich,
Building RAA,
Rämistrasse 59, 8001 Zürich

Thursday 19:30

Conference Dinner at Linde Oberstrass
Universitätstrasse 91, 8006 Zürich

From the Conference Venue: Tram 9 from “Kantonsschule” to
“Winkelriedstrasse”

**Map of Building RAA
E – Ground Floor**



G – Second Floor

