

Program

Preliminary program (version: 09. March 2023)



Wednesday, March 22nd, 2023

18:00

Informal get together at Market 33

Claude Debussylaan 33

Thursday, March 23rd, 2023

08:30–09:00

Registration

**Main Building, Wing A,
Level 5, Hallway**

09:00–09:20

Welcome

**Main Building, Wing A
Level 5, Room A00
HG-05A00**

Svetlana Khapova (Head of Department,
Management & Organization, VU Amsterdam)

Uschi Backes-Gellner (University of Zurich)

09:20–10:20

Keynote 1

**Main Building, Wing A
HG-05A00**

Hideo Owan
(RIETI, Waseda University)

Information Advantage or Bias due to Social
Ties: Evidence from Peer Review System in
National Research Grant

Chair: Oliver Fabel (University of Vienna)

10:20–10:50

Coffee break

**Main Building
HG-05A32 & Hallway**

10:50–12:20 **Session A** **Main Building
Wing A, Levels 5 & 7**

HG-05A00	A1	HG-05A24	A2	HG-05A33	A3	HG-07A16	A4
Christina Rott (Chair)	Female Careers	Fabienne Kiener (Chair)	Human Capital and Skill Acquisition	Elisa Gerten (Chair)	Performance Pay	Caroline Wehner (Chair)	Unions & Worker Representation
Nathalie Römer	Why are you the best? An experimental analysis of the effect of self-promotion on gender bias	Chiara Zisler	Improving immigrants' labor market transitions by dual vocational education and training (VET)	Jens Mohrenweiser	Variable Payment Schemes and Productivity: Do Individual-based Schemes Really Have a Stronger Influence than Collective Ones?	Harald Dale-Olsen	Upholding Unions – How Co-workers' Influence Shape Membership
Patricia Palffy	Countering Gender Typicality in Occupational Choices: An Information Intervention Targeted at Adolescents	Louis Junker-Jensen	Skill Development, Working Hours, and Job Assignment: Career progression of Danish Nurses	Victor González-Jiménez	Optimal Incentives without Expected Utility	Krystina Titz	Works Councils as Gatekeepers: Codetermination, Monitoring Practices, and Job Satisfaction
Rafael Wilms	The effects of charismatic tactics and voice pitch in female leader selection	Mehrzad Baktash	Overeducation and Performance Pay: Evidence from Germany	Elisa Gerten	Technology and Performance Pay in Organizations	Caroline Wehner	Do firms with works councils prefer agreeable applicants? A discrete choice experiment in German firms

12:20–13:30 **Lunch break** **Main Building
HG-05A32 & Hallway**

13:30–15:00	Session B	Main Building Wing A, Levels 5 & 7
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HG-05A00	B1	HG-05A24	B2	HG-05A33	B3	HG-07A16	B4
Christian Deutscher (Chair)	Discrimination and Favoritism	Anastasia Danilov (Chair)	Sorting	Robert Dur (Chair)	Feedback & Advice	Jenny Kragl (Chair)	Teams
Hendrik Sonnabend	Customer Discrimination in the Field: The Impact of Supporters' Right-Wing Political Attitudes on Ethnic Team Composition in German Professional Soccer	Sander Kraaij	Who Wants Performance Pay	Luc Dana Sandfort	Learning from upward feedback about effective behavioral patterns : A fuzzy-set qualitative comparative analysis	Thomas Peeters	The Impact of Absent Coworkers on Productivity in Teams
Raphael Moritz	#InviteMe: Can Social Media Information Reduce (Statistical) Discrimination? Evidence From A Field Experiment	Shuai Chen	The Anti-Corruption Campaign and the Inter-Generational Transmission of Working in Bureaucracy: Evidence from China	Svenja Friess	Can it Ever Hurt to Ask? Advice-Seeking and Gender	Wendelin Schnedler	Sharing the Fame but Taking the Blame: When Declaring a Single Person Responsible Solves the Reputation Free Rider Problem
Christian Deutscher	Favouritism, social pressure, and gender: evidence from football	Christian Walter	The Shift Premium: Experimental Evidence from Belgium	Jörg Papenkordt	How do human users respond to explanations by artificial intelligence (AI)? An experimental study	Silvia Castro	Fostering Psychological Safety in Teams: Evidence from an RCT

15:00–15:30	Coffee break	Main Building HG-05A32 & Hallway
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15:30–17.00

Session C

Main Building
Wing A, Levels 5 & 7

HG-05A00	C1	HG-05A24	C2	HG-05A33	C3	HG-07A16	C4
Gerald Eisenkopf (Chair)	Employee Wellbeing	Swarnodeep Homroy (Chair)	Gender Wage Gap	Elena Shvartsman (Chair)	Labor Market Outcomes & Careers	Dana Sisak (Chair)	Performance Evaluation
Sepehr Cyrusian	What Can We Learn About Workers' Well- being From Social Media? Evidence from 5.8 Million Tweet	Stefanie Wolter	Working from home – a curse or blessing for the gender wage gap	Sam Hoey	One Man's Pain is Another Man's Gain - Early Career Exposure and Later Labour Market Outcomes	Moritz Janas	Interim Performance Evaluation of Career Concerned Agents
Marco Clemens	Bonuses, Profit Sharing and Job Satisfaction: Is more always Better? German Survey Evidence	Alex Bryson	The Gender Wage Gap Among Those Born in 1958: A Matching Estimator Approach	Andreas Bühler	Curriculum Updates in Vocational Education and Changes in Skills and Wages	Jana Gutt	Oh My Goodness: Investigating the Goodness of Performance Appraisal Formats Between and Within Teams
Saskia Opitz	Spot Bonuses – When Managers Have Discretion Over Bonus Timing	Sarah Diederich	Role (In-)Congruity and the Catch 22 for Female Executives: How Gender- Stereotyping Contributes to the Gender Pay Gap in European Boards	Elena Shvartsman	High involvement management and affective commitment: A causal complementarity analysis	Dmitrii Galkin	Relative Performance Evaluation and Executive Compensation: Adding fuel to the fire

17.00-17.10

Room change break

17.10-18.40

Session D

Main Building
Wing A, Levels 5 & 7

HG-05A00	D1	HG-05A24	D2	HG-05A33	D3	HG-07A16	D4
Philip Yang (Chair)	Leadership	Sorravich Kingsuwankul (Chair)	Gendered Assessments	Anders Frederiksen (Chair)	Innovation and Creativity	Robert Simmons (Chair)	Mobility
Simone Haeckl	Effects of Supportive Leadership Behaviors on Employee Satisfaction, Engagement, and Performance: An Experimental Field Investigation	Silvia Griselda	The Gender Gap in Math: What are we Measuring?	Rika Stoczek	The Two Sides of Knowledge for Idea Generation – An Experimental Study	Caroline Neuber- Pohl	The effects of opening borders on firms' apprenticeship training
Katrin Scharfenkamp	Is it you or is it me? – Competitive Orientations Eliminate Gender Differences in Overconfidence	Alexandra Soboll	Monetary Rewards, Hierarchy Level and Working Hours as Drivers of Employees' Self-Evaluations	Max van Lent	Peer Creativity and Academic Achievement	Antti Kauhanen	Endogenous Career Mobility Within and Across Firms
Philip Yang	A Sizable Advantage: Environmental and Social Sustainability Implications of Gender Diversity					Robert Simmons	Reluctant to Move? Salary Penalties for Domestic Players in European Football

19:30

Conference dinner at Restaurant-Café In de Waag

Nieuwmarkt 4, Amsterdam

Friday, March 24th, 2023

09:00–10:00	Session E	Main Building Wing A, Levels 6 & 7
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HG-06A33	E1	HG-06A32	E2	HG-06A37	E3	HG-07A16	E4
Colin Green (Chair)	Incentives in Public Organizations	Niels Westergaard-Nielsen (Chair)	Outsourcing & Multiple Job Holding	Jens Mohrenweiser (Chair)	Earnings	Christine Harbring (Chair)	Performance & Achievement
Shqiponja Telhaj	Are Public Sector CEOs Different? Pay for Performance and Salary Inequality in Schools	Harvey Upton	When should a firm employ its workers? A relational contracting approach	Tom Zohar	Quantifying the Role of Firms in Intergenerational Mobility	Dirk Sliwka	The Algorithmic Assignment of Incentive Schemes
Kim Taeho	Promotion Incentives, Career Decisions, and Police Performance	Johanna Muffert	Long Run Career Effects of Multiple Job Holding	Carolin Linckh	The employment effects of raising negotiated minimum wages for apprentices	Julian Nüßle	Can you handle high expectations when encountering an early setback? The moderating role of trait resilience

10:00–10.30	Coffee break	Main Building HG-06A28 & Hallway
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10:30–12:00 **Session F** **Main Building
Wing A, Levels 6 & 7**

HG-06A33	F1	HG-06A32	F2	HG-06A00	F3	HG-07A16	F4
Patrick Kampkötter (Chair)	Social Effects: Helping and Harming	Christian Grund (Chair)	Employee Motivation	Kirsten Thommes (Chair)	Recruitment and Retention	Takao Kato (Chair)	Flexible Work Arrangements
Enzo Brox	Social ties and preferences for competition	Matthias Fahn	Worker motivation and the value of employment	Zeyu Zhao	Why Firms Don't Hire More : Evidence from Matched Survey-Administrative Data	Johannes Lehmann	Self-Managed Working Time and Overtime Compensation
Lisa Pütz	Age Matters: Investigating the Impact of Workplace Conflicts on Sickness Absence and Turnover	Bernd Josef Leisen	The motivational effect of detailed job references for volunteers – Evidence from a field experiment on intergenerational cooperation	Katharina Radermacher	How job seekers learn about employers' attractiveness from corporate architecture – uncovering signal-based mechanisms	Philipp Grunau	Are employees working from home more committed to their employers?
Patrick Kampkötter	Helping and Antisocial Behavior in the Workplace	Yuxi Heluo	Effect of wage-irrelevant goal setting and framing manipulation on essential workers	Gabriele Wydra-Somaggio	Entering the labour market during the Covid-19 pandemic: Effects on German apprentices	Takao Kato	Working Hours and Kaizen: An Econometric Case Study

12.00-12.10 **Room change break**

12:10–13:10	Keynote 2	Main Building, Wing A Level 6, Room A00 HG-06A00
<p>Amanda Goodall (City University London)</p> <p>Chair: Alex Bryson (University College London)</p> <p>The Return to Expert Leaders</p>		

13.10–13.20	Farewell	Main Building, Wing A HG-06A00
<p>Agnes Bäker (VU Amsterdam) Kerstin Pull (University of Tübingen)</p>		