

Program

Preliminary program (version: 09.03.2020)
(Conference cancelled due to the Coronavirus lockdown!)



Wednesday, April 1, 2020

19:30

Informal get together, dinner at The Institute Bar

[The Institute Bar, 20 Bedford Way, Level 4, London](#)

Thursday, April 2, 2020

08:30–09:00

Registration

**The Drama Studio,
Level 1**

09:00–09:15

Welcome

**The Drama Studio,
Level 1**

Backes-Gellner, Uschi; Bryson, Alex;
Fabel, Oliver; Pull, Kerstin

09:15–10:15

Session A: Plenary

**The Drama Studio,
Level 1**

Oriana Bandiera (LSE)

Title to be Confirmed

10:15–10:30

Coffee break

**Rooms 802-804
Level 8**

10:30–12:15	Session B	Level 8
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Room 822	B1	Room 828	B2	Room 826	B3	Room 834	B4
Agnes Baeker (chair)	Gender	John Forth (chair)	Unions		Experiments: Incentives (1)	Michael Beckmann (Chair)	New Technology
Benedikt Gerst	Gender-Specific Duration of Parental Leave and Current Earnings	Laszlo Goerke	Trade Unions and Corporate Social Responsibility	Konstantin Homolka	Under (Peer) Pressure: Experimental Evidence on Team Size and Task Performance	Tobias Schultheiss	Do education updates bring new technologies into jobs? Evidence from training curricula
Bernd Frick	Gender Differences in the Response to Incentives: Empirical Evidence from Professional Tennis	Sainan Guo	Employment Equality and Employee Performance	Elena Shvartsman	Stress, Autonomy, and Incentives	Patrick Lehnert	Proxying Economic Activity with Daytime Satellite Imagery: Filling Data Gaps Across Time and Space
Ana Santiago Vela and Alexandra Mergener	Gender-Overeducation-Gap and Spatial Flexibility in the Digital Age: Can Home-Office Close the Gap?	Alexander Lammers	Employee Representation and Innovation	Matthias Greiff	Spillovers From Incentive-Schemes on Distributional Preferences and Expectations	Gesa Münchhausen	How do new technologies affect learning in companies?

12:15–13:30	Lunch break	Rooms 802-804 Level 8
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13:30–15:15 **Session C** **Level 8**

Room 822	C1	Room 828	C2	Room 826	C3	Room 834	C4
Bernd Frick (chair)	Sports	Astrid Kunze (Chair)	Incentives	Alex Bryson (Chair)	Inequality	Oliver Fabel (Chair)	Theory
Enja-Marie Herdejürgen	Competition Format, Prize Money and Self-Selection: Empirical Evidence from Show Jumping	Patrick Kampkötter	Bank Bonus Pay as a Risk Sharing Contract	Paul Bingley	Workers, Firms and Life-Cycle Wage Dynamics	Benjamin Häusinger	Advice-Seeking and Reputation
Rob Simmons	Reviewing the Video Assistant Referee			Tim Barmby	Labour Contract Auctions in 19th Century Cornish Tin Mining	Ola Kvaloy	Non-Competitive Wage-Setting as a Cause of Unfriendly and Inefficient Leadership
Daniel Weimar	Individual and Team Effort and Performance after Appointing a New Team Leader	Anders Frederiksen	Regulation and Firm-Provided Incentives	Markus Weissphal	Unwinding internal labor markets or the rise of superstar firms?	Oliver Gürtler	A general framework for studying contests

15:15–15:45 **Coffee break** **Rooms 802-804**
Level 8

15:45–16.55 **Session D** **Level 8**

Room 822	D1	Room 828	D2	Room 826	D3	Room 834	D4
Dana Sisak (Chair)	Gender: executives	Laszlo Goerke (Chair)	Unions	Jenny Kragl (Chair)	Experiments	Jens Mohrenweiser (Chair)	Employee Motivation
Astrid Kunze	Unintended consequence of gender quotas on boards	Harald Dale-Olsen	Do Public Subsidies to Union Membership Increase Union Membership Rates?	Julia Nafziger	Are Self-Set Goals Effective Motivators? An Experiment	David Marsden	Patterns of organisational governance and employee well-being in Britain
Swarnodeep Homroy	Executive Gender Pay Gap	Arnd Kölling	Owners, external managers, and industrial relations in German establishments	Leonie Gerhards	Who to blame? Self-serving attribution bias with two-dimensional uncertainty	Elisa Gerten	Digitalization, Workplace Organization and Employee Motivation: A Mediation Analysis

16.55-17.00 **Room change break**

17.00-18.00	Session E: Plenary	Level 1
Dirk Sliwka (University of Cologne)	Talking about Performance or Paying for it? Evidence from a Field Experiment	Drama Studio

19:30

Conference dinner at The Marquis Cornwallis

The Marquis Cornwallis, 31 Marchmont
Street, London, Greater London, WC1N 1AP

Friday, April 3rd, 2020

08:45–10:30

Session F

Level 8

Room 822	F1	Room 828	F2	Room 826	F3	Room 834	F4
Elisa Gerten (Chair)	Absence and Displacement	Paul Bingley (Chair)	New Forms of Work	Susan Steffes (Chair)	Workers' Progression	Rafael Gomez (Chair)	Firm and Regional Performance
Manuel Hoffmann	Vaccines at Work	Paul Hensen	Types of Commitment and Patterns of Participation and Loyalty on a Crowdworking Platform. A Case Study Applying Fuzzy-Set Qualitative Comparative Analysis	Claus Schnabel	Does working at a start-up pay off?	John Forth	Does employing older workers affect workplace performance?
Jakob Alfitian	The Hidden Costs of Dismissals: Empirical Evidence on the Effect of Termination Notices on Employee Attendance	Daniel Fackler	On-call work in Germany: Incidence, determinants, and consequences for workers	Bernhard Wittek	Determinants of apprentice wages under global labor market openness	Tobias Schlegel	Tertiary Vocational Education Expansion and Regional Firm Development
Jens Stegmaier	The effect of job search assistance and compensation on displaced workers			Susanne Steffes	Promotion Probabilities and Quit Behaviours	Ryo Kambayashi	Management Practices Meet Labour Market Outcomes

10:30–10.45 **Coffee break** **Rooms 802-804**
Level 8

10:45–12:30 **Session G** **Level 8**

Room 822	G1	Room 828	G2	Room 826	G3	Room 834	G4
	Teams	Uschi Backes-Gellner (Chair)	Theory of Incentives	Kerstin Pull (Chair)	Experiments: Incentives (2)	Ola Kvaloy (chair)	Personality
Rainer Michael Rilke	How Does Self-Selection Affect Team Performance? Evidence from a Natural Field Experiment	Marco Serena	Winners Efforts in Team Contests	Britta Butz	Incentives for Cooperation In Teams - Sociality Meets Decision Rights	Adam Ayaita	Is Labor Market Discrimination Explained By Differences in Unobserved Characteristics of Applicants?
Julian Nüßle	Not on the same page! How the effects of task and team familiarity on team coordination weaken under acute stress	Peymaneh Safaynikoo	Incentive Contracts, Social Comparison and Organizational Design	Dana Sisak	Peer Evaluation and Team Performance: An Experiment on Complex Problem Solving		

Keynote (cancelled due to travel restrictions) **Level 1**

Jed DeVaro (California State University, East Bay) **Work Schedules** **The Drama Studio**

12.30–13.20	Farewell and Packed Lunch	Level 1	Farewell and Packed Lunch
	Backes-Gellner, Uschi; Bryson, Alex;		Backes-Gellner, Uschi; Bryson, Alex;

The following papers and presenters were accepted for the COPE 2020 conference, but the presentations had to be cancelled due to individual travel restrictions:

Jed DeVaro	Work Schedules
Hideo Owan	How Do Inventors Respond to Financial Incentives? Evidence from the 2001 Court Decision on Employee Inventions in Japan
Teng Li	Non-linear Incentives, Worker Productivity, and Firm Profits: Evidence from a Quasi-experiment
Dominik Grothe	Microaspects of Leadership - Evidence from Geo Tracking and Audio Data
Mike Waldman	Positive selection of employees
Jonas Radbruch	Determinants of Peer Selection
Marcello Sartarelli	Firm-level Gender Wage Gap Disclosure
Ann-Christin Bachmann	The gender wage gap in Germany: Understanding the role of employers and firm characteristics
Naomi Kodama	Performance-Related Pay and Gender Equality in the Workplace: Evidence from Japan
Jaimie Ortega	Motivating with Constraints: Promotion Incentives in the Presence of Formal Salary Rules
Caroline Wehner	Do Recruiters Select Skilled Workers with Different Personality Traits for Different Tasks?