

# Program



## 28th Colloquium on Personnel Economics, 18 – 20 March 2026

Venue:  
Woudestein Campus  
Burgemeester Oudlaan 50  
3062 PA Rotterdam

Program as of March 2nd 2026

COPE scientific committee:

**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

COPE 2026 local organizers:

**Robert Dur**

Erasmus School of Economics

**Thomas Peeters**

Erasmus School of Economics

**Dana Sisak**

Erasmus School of Economics

Guest reviewers

COPE 2026:

**Agnes Bäker**

**Florian Englmaier**

**Tor Eriksson**

**John Forth**

**Leonie Gerhards**

**Colin Green**

**Christine Harbring**

**Antti Kauhanen**

**Jenny Kragl**

**Astrid Kunze**

**Mario Lackner**

**Patrice Laroche**

**Kimiyuki Morita**

**Hideo Owan**

**Jan Sauermann**

**David Schindler**

**Robert Simmons**

**Dirk Sliwka**

**Stefanie Wolter**

Vrije Universiteit Amsterdam

LMU München

University of Aarhus

University of London

King's College London

Norwegian University of Science and Technology

RWTH Aachen

ETLA Economic Research

EBS Business School

Norwegian School of Economics

University of Linz

Université de Lorraine

Senshu University

Wasada University

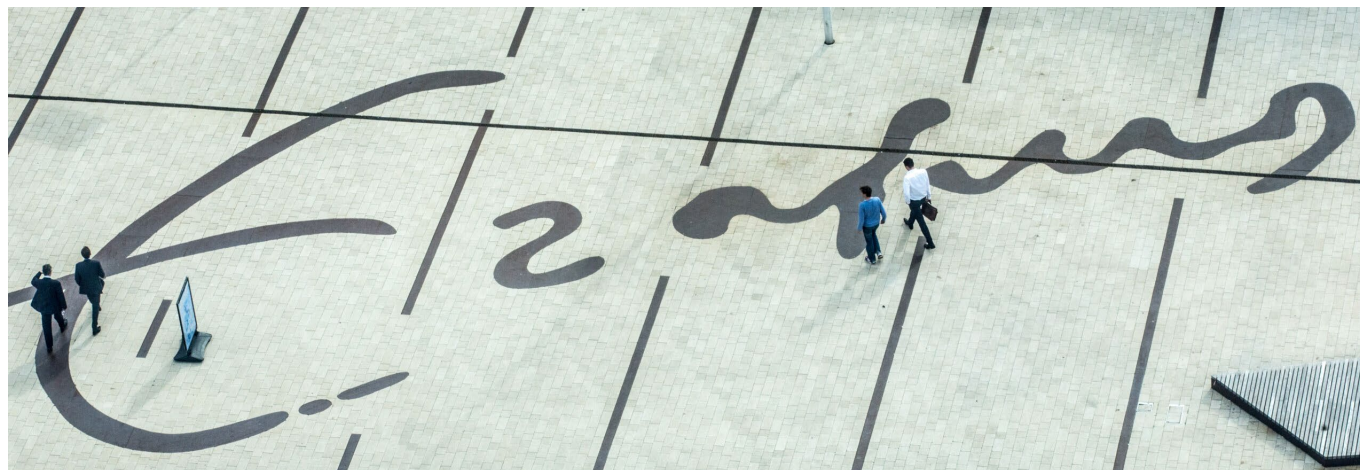
Institute for Evaluation of Labour Market and Education Policy

Tilburg School of Economics and Management

Lancaster University

University of Cologne

Institute for Employment Research (IAB)



Wednesday, 18.03.2026

19:00- ....

Informal Get-Together at Fenix Food Factory

Thursday, 19.03.2026

08:30 - 09:00

Registration

Van der Goot Building hallway 1st floor

9:00-9:10

Welcome and information

Van der Goot Athena M1.19

Dana Sisak, Robert Dur and Thomas Peeters  
Uschi Backes-Gellner

9:20-10:50

Session A

Langeveld Building

room 5.06	A1	room 5.10	A2	room 5.18	A3	room 5.16	A4
Chair: Alex Bryson	Leadership	Chair: Uschi Backes-Gellner	Personality traits	Chair: Oliver Fabel	Education	Chair: Anders Frederiksen	Organizational composition and hierarchy
Erlend Nordvang	The Causal Effect of Leadership: Evidence from the Armed Forces	Liya Wang	Personality Traits and Career Success	Colin Green	Knocking on the Glass Door: Differential Entry to Graduate Jobs	Achhpilia Muskan	Flattening Hierarchies or Amplifying Control?
Ritwika Sen	Supervision at Work: Evidence from a Field Experiment	Kaori Sato	Personality traits and working hours	Katarina Zigova	Dual Reform of Vocational Education and Early Labour Market Outcomes	Anna Zaharieva	Firm Hierarchy and Employment Segregation
Sam Hoey	The Legacy of Leadership			Daniel Goller	Skill Mismatch: Measurement and Consequences	Kohei Takahashi	Specialists and Generalists in Adaptive Organizations

10:50-11:15

Coffee Break

Langeveld Room 5.10

11:15-12:45

Session B

Langeveld Building

room 5.06	B1	room 5.10	B2	room 5.18	B3	room 5.16	B4
Chair: Anja Schöttner	Job content and incentives	Chair: Kerstin Pull	Labour supply	Chair: Christine Harbring	Management practices	Chair: John Forth	Performance evaluation and careers
Rosaria Distefano	Incentive and latent shirking	Arjan Non	Tax Misperceptions and Labor Supply	Florian Englmaier	Management practices and firm performance	Christian Lukas	Ignoring performance measures
Marina Talantceva	Signaling Purpose	Philipp Korte	Four days work week	Jens Mohrenweiser	Workplace Health Promotion and Productivity	Hideo Owan	In-Group Bias in Post-Merger Integration
Eduard Storm	Do Economic Crises Reshape the Skill Content of Jobs?	Marco Pecoraro	Refugees, unemployment and anti asylum ballots	Mantej Pardesi	Capital Adjustment, Technology Vintages and Training	Mikhail Drugov	Selecting the Best: The Persistent Effects of Luck

12:45 - 13:45

Lunch

Van der Goot M2 west

**13:45-15:15****Session C****Langeveld Building**

<b>room 5.06</b>	<b>C1</b>	<b>room 5.10</b>	<b>C2</b>	<b>room 5.18</b>	<b>C3</b>	<b>room 5.16</b>	<b>C4</b>
<b>Chair: Robert Dur</b>	<b>Discrimination</b>	<b>Chair: Thomas Peeters</b>	<b>Effect of managers on worker behaviour</b>	<b>Chair: Kirsten Thommes</b>	<b>Training and education</b>	<b>Chair: Dana Sisak</b>	<b>AI and computer science</b>
Marta Palczyńska	Care-based discrimination in hiring	Inga Amend	Family Friendliness in Organization: The Power of Supervisors	Caroline Neuber-Pohl	Career Consequences of Training in Frontier Firms	Giuseppe Musillo	Labor Market Signals and LLMs
Alexander Kraaij	Discrimination in Firing	Austin Smith	Supervisors and Police Behavior	Naomi Kodama	Non-Compete Agreements and Human Capital Investments	Marie Pierre Dargnies	Behavioral measures improve AI hiring
Leonhard Grabe	Errors, Consequences and Employee Performance			Britta Hecker	Computer science in higher education and labour markets	Jaroslav Kornowicz	The influence of social norms on attitudes toward AI usage

**15:15-15:40****Coffee Break****Langeveld Foyer 5<sup>th</sup> floor**

15:40-17:10

Session D

Langeveld Building

room 5.06	D1	room 5.10	D2	room 5.18	D3	room 5.16	D4
Chair: Christina Gathmann	Social interactions and job autonomy	Chair: Florian Englmaier	Social bonding, identity and peers	Chair: Hideo Owan	Gender	Chair: Colin Peter Green	Creativity, complexity and AI skills
Christian Grund	Job Autonomy and Job Satisfaction	Rustamdjan Hakimov	Bonding at Work	Enja Marie Herdejürgen	Gender Differences in Tournament Participation	Lisa Klinkenberg	Pay for Creativity
Keisuke Hattori	Closing the Psychological Distance	Paula Scholz	Identity and Employee Turnover	Sorravich Kingsuwankul	Strategic incompetence	Ricardo Vannozi	Teams solving complex tasks
Zuzanna Kowalik	Working from Home and Job Satisfaction	Matylda Trocinska	Peer Information in Team Incentivization	Enzo Brox	Gender Differences in Beliefs about Skills	Anastasia Danilov	Returns to AI Skills

17:25 - 18:30

Plenary Session E

Chair: Robert Dur

Van der Goot Athena M1.19

Christina Gathmann Boss Effects in the Labor Market

19:00- ....

Conference standing dinner at Excelsior Rotterdam

Honingerdijk 110, 3062 NX Rotterdam

Friday, 20.03.2026

09:00-10:30

Session F

Van der Goot Building

Bergen M1.09	F1	Rochester M2.10	F2	Auckland M3.04	F3	Praag M3.05	F4
Chair: Julia Nafziger	Innovation	Chair: Arjan Non	Unions and work councils	Chair: Rosaria Distefano	Peers and networks	Chair: Enzo Brox	Occupations
Ana Popovici	Labor Effects of Innovation Tax Breaks	Anna Nießen	Works Councils and Further Training	Max van Lent	Peer effects on parental labour supply	Emmanouil Chatzikonstantinou	Convergence of Occupations
Emre Ekinci	Spinoffs with(out) coworkers	Laszlo Goerke	Works councils and income perceptions	Sophia Mo	Coworker Influence on Job Choice	Madison Dell	Choice Architecture in Occupational Choices
Bastian Brüstle	Gendered Occupational Choices and Innovation	Alex Bryson	Unions in Developing Countries	Moritz Seebacher	Online Social Network Access at Labor Market Entry	Claudio Schilter	Fringe Benefits and Applicant Pools

Bergen M1.09	G1	Rochester M2.10	G2	Auckland M3.04	G3	Praag M3.05	G4
Chair: Christian Grund	Pensions and financial literacy	Chair: Caroline Neuber-Pohl	Top incomes	Chair: Anne Boring	Gender and competition	Chair: Max van Lent	Imperfect information
Benoit Dostie	Employer pension plans	Jordy Meekes	Regulating Bankers' Pay	Julia Nafziger	Gender Norms, Stereotypical Beliefs, and Competitiveness	Harvey Upton	Authority in Relational Contracts
Laura Brunner	Financial Literacy and Labor Market Outcomes	Patrick Kampkötter	ESG Incentives in Executive Compensation	Julian Nüßle	Gender differences in how previous failure impacts performance	Alexander Rodivilov	Flexibility, Rigidity, and Competitive Experimentation

**12:05 - 13:05** **Plenary Session H**

Chair: **Anders Frederiksen**

**Van der Goot Athena M1.19**

**Alan Benson**

What do managers do, and how do we pick them?

**13:05 - 13:15**

**Closing and Farewell**

**Van der Goot Athena M1.19**

Uschi Backes-Gellner, Alex Bryson, Oliver Fabel,  
Anders Frederiksen, and Kerstin Pull

Robert Dur, Thomas Peeters, and Dana Sisak

# Venues and Directions

Wednesday, 18.03.2026

from 19:00 Informal Get-Together-Dinner

Fenix Food Factory, Nico Koomanskade 1025, 3072 LM Rotterdam

## Tram

Stop: Wilhelminaplein

→ 12 minutes walk to Fenix Food Factory

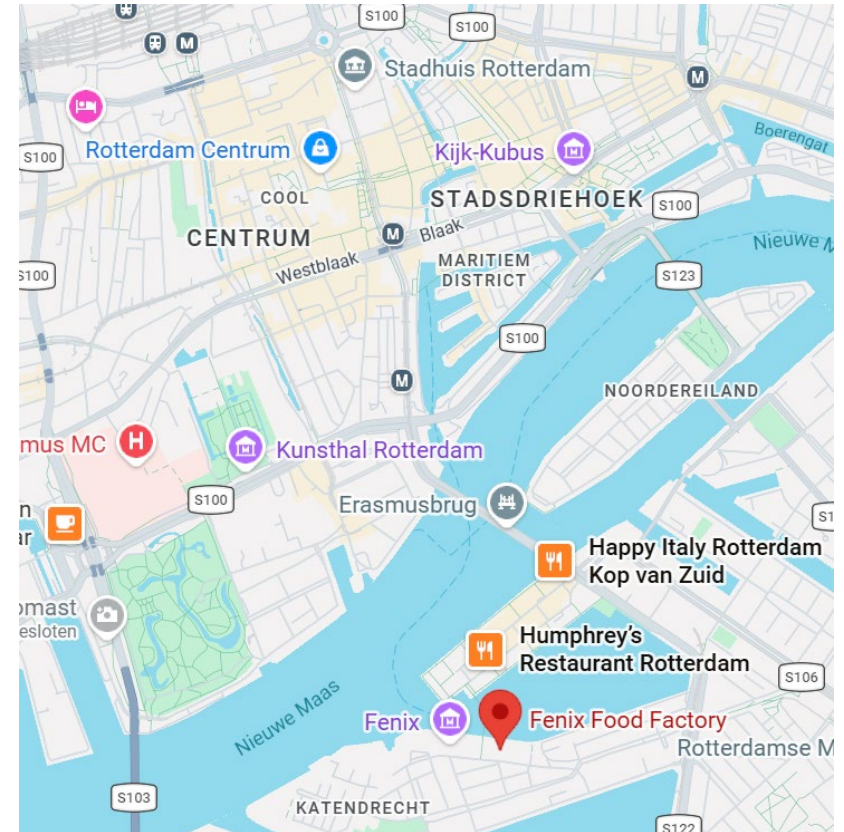
## Metro

Stop: Wilhelminaplein

→ 11 minutes walk to Fenix Food Factory

Stop: Rijnhaven

→ 13 minutes walk to Fenix Food Factory



Thursday, 19.03.2026 and Friday 20.03.2026

<b>Thursday 8:30 to 18:30</b> <b>Friday 8:30 to 13:15</b>	<b>Conference</b> <b>Campus Woudestein</b> <b>Burgemeester Oudlaan 50</b> <b>3062 PA Rotterdam</b>	<b>Van der Goot Building (M): Thursday and Friday sessions.</b>  <b>Langeveld Building: Thursday parallel sessions.</b>
<b>Thursday 19:00</b>	<b>Conference Dinner</b> <b>at Excelsior Rotterdam</b>	<b>From the Conference Venue:</b> cross the Burgemeester Oudlaan, go to left along the stadium, go right at traffic lights to reach main entrance on your right.

From Rotterdam Central Station

**Tram 7**, direction Woudestein, stop 'Erasmus Universiteit'.

**Tram 11** or 1 direction De Esch. Stop 'Woudestein'.

**Subway**, direction Slinge.

Transfer at Beurs, to subway in the direction of Binnenhof, Nesseland or De Terp. Get off the subway at station Kralingse Zoom. This subway is within walking distance (10 minutes) of the campus.

