

Program





27th Colloquium on Personnel Economics,
8 – 9 May 2025

Venue:
NTNU
Adolf Øien Bygget
Klæbuveien 72
Trondheim 7030

Program as of 5th May 2025



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 2025 consists of the following nineteen members:

Harald Dale-Olsen, ISF
Christine Erhel, CNAM
Tor Eriksson, Aarhus University
Colin Green, NTNU
Christian Grund, RWTH Aachen
Christine Harbring, RWTH Aachen
Swarnodeep Homroy, University of Groningen
Melanie Jones, Cardiff University
Antti Kauhanen, ETLA Economic Research, JSBE
Jenny Kragl, EBS Business School
Hideo Owan, Wasada University
Heloise Petit, University of Lille
Jan Sauermann, IFAU
Rob Simmons, University of Lancaster
Dana Sisak, Erasmus University Rotterdam
Dirk Sliwka, University of Cologne
Bjarne Strøm, NTNU
Kirsten Thommes, Paderborn University
Susanne Warning, Augsburg University

Wednesday, 7.05.2025

19:00

Informal Get-Together (See suggested locations)

Trondheim

Thursday, 8.05.2025

08:15 - 09:00

Registration and Coffee

Adolf Øien Bygget 2nd
Floor

09:00

Welcome

A2 Lecture Hall

Colin Green, Uschi Backes-Gellner

09:25 - 10:15

Plenary Session A

Chair: Anders Frederiksen

A2 Lecture Hall

Stanton, Christopher

People, Practices, and Productivity: A Review of New
Advances in Personnel Economics

10:15 - 10:40

Coffee Break

Adolf Øien Bygget 2nd
Floor

10:40 – 12:25

Session B

Adolf Øien Bygget

Room A2	B1	Room A31	B2	Room A32	B3	Room U33	B4	Room A34	B5
Chair: Goekay Demir	Careers and Earnings	Chair: Anti Kauhanen	Hiring	Chair: Hammad Shaikh	Organisational Performance	Chair: Cinzia Rienzo	Work from Home and Covid	Chair: Yabin Wang	Gender
Hayato Kanayama , Yuji Kawata, Ritsu Kitagawa	Supervisor Accuracy in Subjective Evaluations and Employee Careers	Claudio Schilter	How Selectivity Shapes Selection	Maximilian Hiller, Bernd Josef Leisen, Christian Walter	Boosting Performance Quality of Untrained Helpers in One-Shot Tasks: A Collaborative Field Experiment on Micro Volunteering	Uwe Jirjahn, Cinzia Rienzo	Working from Home and Mental Health: Giving Workers a Choice is Crucial	Tanja Reimer, Jasmin Joecks	Implications of Gender-Specific Sick Leave: The Role of Menstrual Leave in (Un)Doing Workplace Stigma
Goekay Demir , Simon Trenkle	Career Blocker	Sebastian Butschek, Louis-Pierre Lepage, Jan Sauermann	Hiring discrimination against young workers	Patrice Laroche	Does Intra-Wage Dispersion Affects Organizational Performance? A Meta-Analysis	Laszlo Goerke, Markus M. Grabka, Viola Hilbert, Yue Huang	Industrial Relations and Working from Home in Germany during the COVID-19 Pandemic	Colin Green, Jacopo Magnani, Yabin Wang, Yufei Xue	Gender and Behavioural Biases in Team Decision Making: Experimental Evidence on Monetary Policy Committees
Paul Bingley , Lorenzo Cappelari	Worker and Firm Earnings Dynamics	Ricardo Alonso, Jed DeVaro, Antti Kauhanen Nelli Valmari	Firm Productivity and the Internal-Versus-External Hiring Decision	Simone Haeckl, Mari Rege, Hammad Shaikh	Don't let your fruits rot: Leadership training in a grocery store	Philippe Askenazy, Courtioux Pierre , Christine Erhel , Mofakhami Malo	Employment strategies in response to first Covid lockdown: The post-Covid Effects on Employment	Christine Harbring, Stella Simons	Get-What-You-Want: Gender Differences in Self-Set Salaries?

Room A2	C1	Room A31	C2	Room A32	C3	Room U33	C4	Room A34	C5
Chair: John Heywood	Incentives and Incentive Pay	Chair: Ian Gregory-Smith	Competition and Sports	Chair: Antoine Rebérioux	CEOs and Boards	Chair: Andreas Bühler	Gender, Occupations and Workplaces	Chair: Torberg Falch	Education
Leonhard Grabe , Saskia Opitz, Dirk Sliwka	Shaping Task Preferences Through Monetary Incentives: A Field Experiment	Enzo Brox , Daniel Goller	Tournaments, Contestant Heterogeneity and Performance	Niels Westergaard-Nielsen	Female Board Representation: The Role of Networks	Torbjørn Hanson, Petter Y. Lindgren, Erlend U. Nordvang , Sverre Ubisch	Glass ceilings or watertight compartments? How lateral career mobility barriers contribute to the gender pay gap	Nicholas Lovett , Yuhan Xue	Human Capital Spillovers and Intergenerational Persistence: Evidence from Compulsory Relocations
Marco Clemens, Laszlo Goerke	Trade Union Membership and Bonus Payments: German Survey Evidence	Ian Gregory-Smith , Alex Bryson, Rafael Gomez	Discrimination in employment retention. Evidence from the NFL	Sandra Cavaco, Patricia Crifo, Antoine Rebérioux	Board-level employee representation and corporate sustainability: A focus on executive compensation programmes	Andreas Fridolin Bühler, Patrick Lehnert , Uschi Backes-Gellner	Gender Norms, Occupational Choices, and the Innovation Gender Gap	Tom Stolp , Chris van Klaveren, Inge de Wolf, Ilja Cornelisz	The Effect of a Salary Increase on Teacher Employment at Disadvantaged and Urban Schools
Mehrzad B. Baktash, John S. Heywood , Uwe Jirjahn	Variable Pay and Work Hours: Does Performance Pay Reduce the Gender Time Gap?	Ritsu Kitagawa , Liya Wang, Takuya Takahashi	Affirmative Action, Competitive Intensity, and Effort: Evidence from Japanese Speedboat Racing,	Colin P. Green, Kristofer Månsson , Magnus Söderberg	Do Female CEOs Improve Customer Outcomes? Evidence from the Swedish Energy Market	Yukiko Asai, Hideo Owan	Gender bias in evaluation and promotion	Jacob Light	Responsiveness of universities course supplies to changes in student demand for skills and knowledge

15:30 - 15:50 Break

Lvl 2 Adolf Øien
Bygget

15:50 - 17:00 Session D

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Room A2	D1	Room A31	D2	Room A32	D3	Room U33	D4	Room A34	D5
Chair: Harald Dale-Olsen	Gender Wage Gaps	Chair: Simon Janßen	Training	Chair: Madison Dell	Minimum Wages and Hiring	Chair: Yuhan Xue	Labour Markets and Crime	Chair: Maddalena Davoli	Part Time Work
Christian Grund	Conditional Gender Pay Gaps	Chiara Zisler , Patricia Palfy, Harald Pfeifer, Kerstin Pull, Uschi Backes-Gellner	The importance of different types of training for team hiring depending on teams' technological portfolios.	Michael Dörsam, Henrika Langen	The effect of minimum wages on demand for apprentices: Evidence from a national reform in Germany	Caroline Neuber-Pohl, Giovanni Russo, Giulia Santangelo, Katarina Zigova	Vocational Education and Skill Mismatch: A Cross-European Perspective	Maddalena Davoli , Uschi Backes-Gellner	Working part-time: an information experiment
Erling Barth, Harald Dale-Olsen	Monopsony, Labour Demand Fluctuations and The Gender Wage Gap	Silke Anger, Pascal Heß, Simon Janßen , Ute Leber, Armando Miano	Perceived costs and benefits of participating in further training	Joanna Tyrowicz, Lucas van der Velde , Magdalena Smyk	Gender-neutral hiring of junior scholars	Nicholas Lovett, Yuhan Xue	How Does Military Service affect Criminal Behaviour in the Long Run: Evidence from the Vietnam Lotteries	Anders Frederiksen , Louis Junker-Jensen	The part-time penalty: Evidence from Denmark

19:00

Conference Dinner at E.C. Dahls Pub & Kjøkken

Strandveien 71, 7042 Trondheim

Friday, 9.05.2025

08:30 - 09:20	<u>Plenary Session E</u>	Chair: Colin Green	Lecture Hall A2
Astrid Kunze		Firms' role for inequality: curse or blessing.	

9:25 - 10:35	Session F	Adolf Øien Bygget
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Room A2	F1	Room A31	F2	Room A32	F3	Room U33	F4	Room A34	F5
Chair: Oliver Fabel	Beliefs and Evaluations	Chair: Jenny Kragl	Collective Bargaining and Relative Income	Chair: Kerstin Pull	Teams	Chair: John Forth	Employment	Chair: Beate Thies	Productivity
Bernd Frick, Mojgan Ghayour, Enja-Marie Herdejürgen, Katharina Moser	In-Group Bias in Expert Evaluations? Evidence from Ski Jumping and Dressage Competitions	Dominique Demougin, Harvey Upton	Wage Transparency in Labor Markets under Relative Income Concerns	Bastian Silvester Brüstle, Patrick Lehnert, Erik Buunk, Uschi Backes-Gellner, Dietmar Harhoff	Educational Backgrounds in Inventor Teams: The Role of Complementarities in Team Performance	Marion Mauchausée, Héloïse Petit, Hugo Rouzade	Do French firms use fixed-term contracts to adjust employment levels?	Kentaro Nakajima, Tsuyoshi Tsuru, Katsuhito Uehara	Hierarchical communication for problem-solving and workplace productivity: Evidence from Wearable Sensor Data
Tor Eriksson, Nina Smith	Gender gaps in managers' beliefs about own ability and their career expectations	Benjamin Bental, Jenny Kragl	Collective Wages and Incentive Contracts: On the Role of Envy and Worker Diversity	Kerstin Pull, Patrick Nüßle	There is no 'I' in team, but there is a 'ME' in it. How team and task familiarity affect team coordination under performance pressure	John Forth, Melanie Jones	The Disability Pay Gap: Exploring the Role of the Firm	Felix Holub, Ingo Ispording, Beate Thies	Disrupted Rhythms, Disrupted Code? Performance Effects of Daylight Savings Time and Circadian Misalignment

10:35 - 11:00 Coffee Break and Snack								Lvl2 Adolf Øien Bygget	

11:00 - 12:10 Session G								Adolf Øien Bygget	
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Room A2	G1	Room A31	G2	Room A32	G3	Room U33	G4		
Chair: Tim Barmby	Leadership / Methods	Chair : Mariola Pytlikova	Executive Pay / AI	Chair: Colin Green	Contracts / Strikes	Chair: Silvia Castro	Behavior		
Jon-Sander Amland , Mari Rege, Hammad Shaikh	Supportive Leadership and Employee Satisfaction and Retention: Evidence from a Large Grocery Store Chain	Liana Bomm	Financial Sustainability – the Impact of Long-Term Incentives in Executive Pay	Kimiyuki Morita, Akitoshi Muramoto, Takeharu Sogo	Optimal Contracts Under Interpersonal Projection	Silvia Castro , Hoa Ho, Maren Mickeler	Prosocial Behavior in the Workplace		
Tim Barmby	Historical Personnel Economics: Some Ideas for a Methodology	Giuseppe Pulito, Sarah Schroeder, Mariola Pytlikova	Who adopts AI? Evidence from Danish firms	Harald Dale-Olsen , Elin Svarstad	Strike, wage bargaining and the price of conflict	Christian Grund, Philipp Monschau	Facing Inflated Rules - Experimental Evidence from Threshold Public Good Games		

12:15 - 13:05

Plenary Session H

Chair: **Kerstin Pull**

Lecture Hall A2

Dirk Sliwka

Managing Skills in Organizations - Evidence from a Field Experiment

13:05- 13:20

Closing and Farewell

Lecture Hall A2

Uschi Backes-Gellner
Oliver Fabel
Anders Frederiksen
Kerstin Pull
Colin Green

13:20 -

Snack

**Lvl2 Adolf Øien
Bygget**

Maps and Directions

Map of Trondheim



Wednesday, 7.05.2025

from 19:00

Informal Get-Together-Dinner – Multiple Locations all Central Trondheim

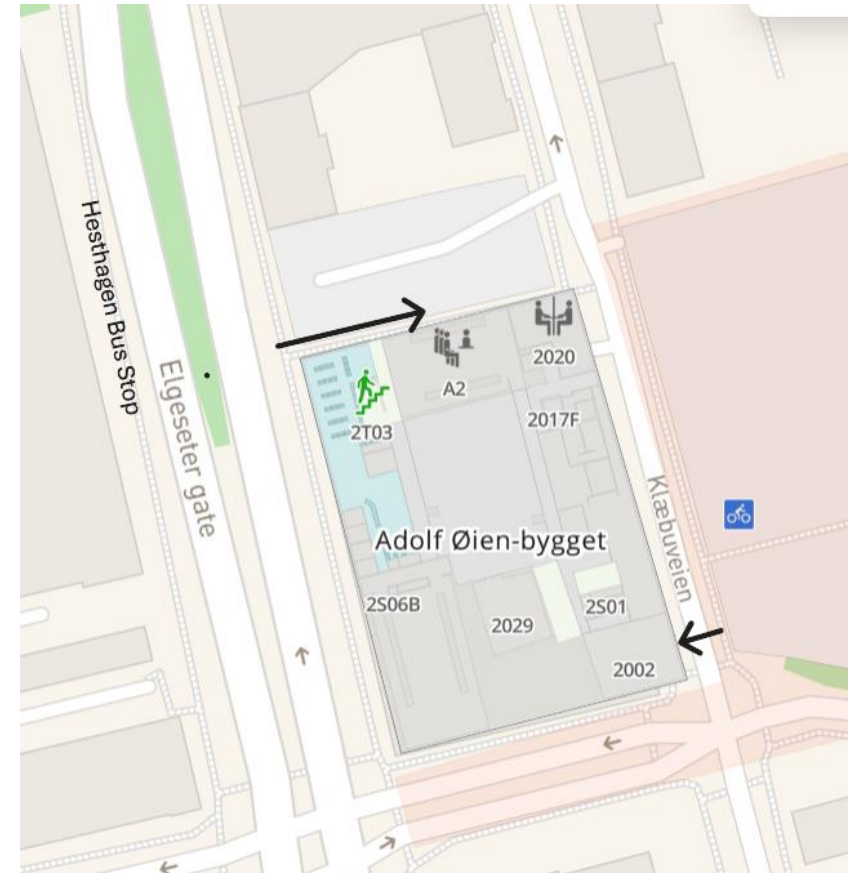
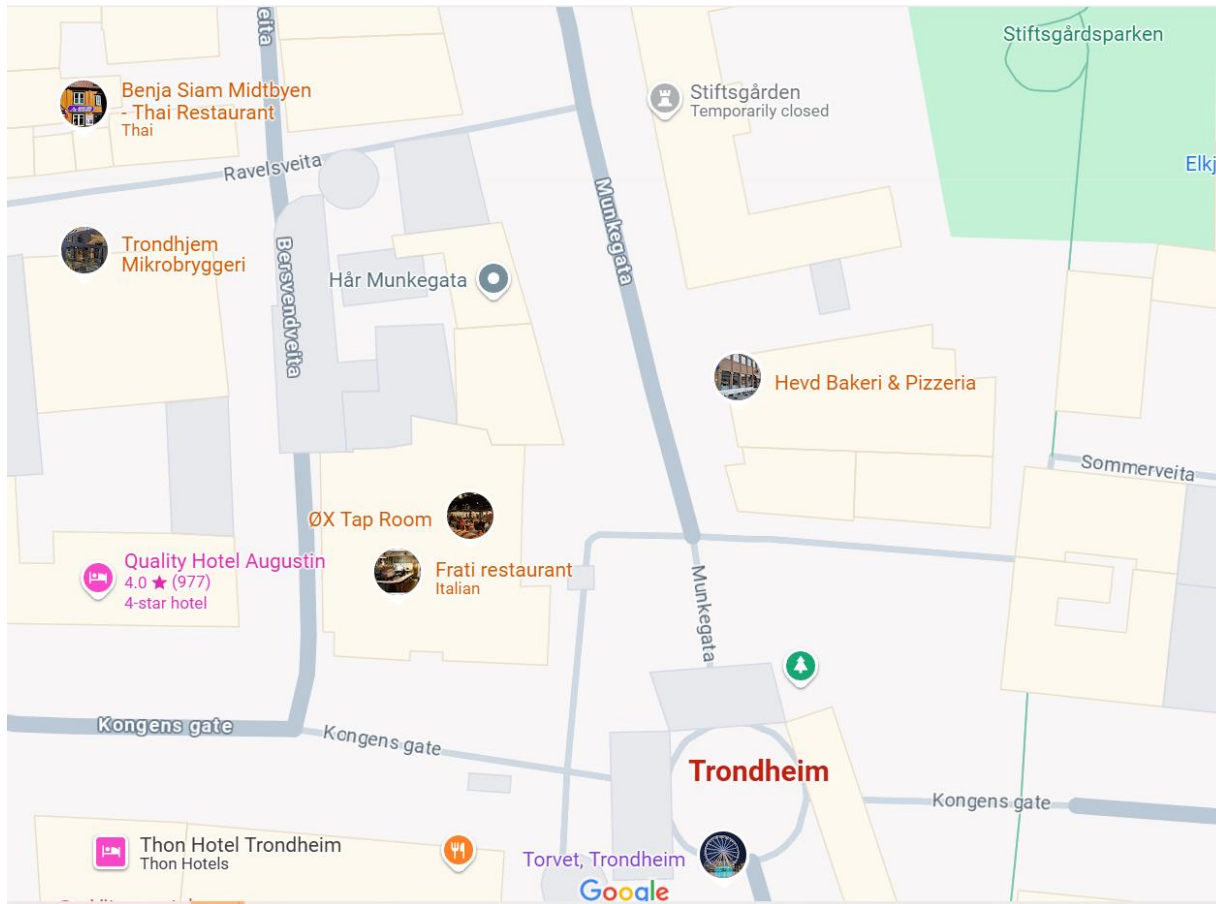
Central Trondheim – close to all main hotels

Suggestions:

[Øx Tap Room](#) (Pizza and Pasta)

[Trondheim Mikrobryggeri](#) (Burgers, Light Meals)

[Hevd Bakeri ad Pizzeria](#) (Light Meals, Pizza, Pasta)



Thursday, 15.02.2024 and Friday 16.02.2024

Thursday 8:30 to 17:45 Friday 8:30 to 13:15	Conference NTNU Adolf Øien Bygget Klæbuveien 72	Local bus stop 'Hesthagen'
Thursday 19:30	Conference Dinner E.C. Dahls pub og kjøkken Strandveien 71, 7042 Trondheim	From the Conference Venue (Hesthagen Bus Stop) Bus No 20 (Strandvedkaia Bus Stop) Bus No 2 (Dora Bus Stop) Many bus connections from central Trondheim or 20-minute walk

