

## Behavioural Personnel Economics

Mannheim, 25 & 26 November 2011

### > Friday 25 November 2011

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Location: ZEW · L 7, 1 · Mannheim

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- 9:00 Coffee
- 9:30 Welcome and introduction
- 9:30-10:15 **David Gill (Oxford): Gender Differences and Dynamics in Competition: The Role of Luck**  
Discussant: Christiane Bradler (Mannheim)
- 10:15-11:00 **Guido Friebel (Frankfurt): Cost and Benefits of Multi-tasking: Evidence from a Call Center**  
Discussant: Sebastian Kube (Bonn)
- 11:00-11:30 Coffee break
- 11:30-12:15 **Dana Sisak (Rotterdam): Social Preferences or Collusion? Experimental Evidence**  
Discussant: Paul Schempp (Bonn)
- 12:15-13:00 **Heike Hennig-Schmidt (Bonn): Performance Appraisal in Germany and China – A Lab Experiment**  
Discussant: Matthias Wibrall (Bonn)
- 13:00-14:30 Lunch

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Location for afternoon: Verfügungsgebäude University of Mannheim Room P044

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- 14:30-15:15 **Michael Vlassopoulos (Southampton): Private and Social Incentives in Effort Provision: An Online Experiment**  
Discussant: Leonie Gerhards (Frankfurt)
- 15:15-16:00 **Clemens Puppe (Karlsruhe): Gift-Exchange at the Workplace: Results from Two Field Experiments**  
Discussant: Florian Englmaier (Konstanz)
- 16:00-16:15 Coffee break
- 16:15-17:00 **Iwan Barankay (Wharton): Gender Differences in Productivity Responses to Performance Rankings: Evidence from a Randomized Workplace Experiment**  
Discussant: Guido Friebel (Frankfurt)
- 17:00-17:45 **Anja Schöttner (Bonn): Incentives to Motivate**  
Discussant: Frauke Lammers (Bern)
- 19:00 Dinner in LanzCarré (Hotel)

## > Saturday 26 November 2011

Location: Hotel LanzCarré

- 9:00-9:30 Coffee
- 9:30-10:15 **Sebastian Kube (Bonn): Goals (th)at Work**  
Discussant: Dana Sisak (Rotterdam)
- 10:15-11:00 **Susanne Neckermann (Mannheim): Knowing that You Matter, Matters! – A Field Experiment**  
Discussant: Iwan Barankay (Wharton)
- 11:00-11:30 Coffee break
- 11:30-12:15 **Paul Schempp (Bonn): Earning Honor or Money? Self-Selection of Motivated Workers**  
Discussant: Michael Vlassopoulos (Southampton)
- 12:15-13:00 **Christiane Bradler (Mannheim): Employee Recognition and Performance – A Field Experiment**  
Discussant: David Gill (Oxford)
- 13:00-14:30 Lunch
- 14:30-15:15 **Leonie Gerhards (Frankfurt): In Good Times and Bad – Reciprocal Behavior at the Workplace in Times of Economic Crises**  
Discussant: Clemens Puppe (Karlsruhe)
- 15:15-16:00 **Florian Englmaier (Konstanz): The Role of Information in Performance Schemes: Evidence from a Field Experiment**  
Discussant: Heike-Hennig Schmidt (Bonn)
- 16:15-17:00 **Jan Tichem (Rotterdam): Social Relations and Relational Incentives**  
Discussant: Anja Schöttner (Bonn)