

## IAB/ZEW Workshop

# Assessing the Impact of Human Resource Management Practices

ZEW, Mannheim (Germany), 23 – 24 November 2015

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### PROGRAMME

Monday, 23 November 2015

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12:00 – 13:00 Get Together/Lunch/Welcome

13:00 – 14:30 Session 1

Room Luxemburg **Daniel Arnold**, Patrick Kampkötter, Susanne Steffes  
*Working from Home and Management by Objectives*

**Siying Liu**

*The Incidence of Workplace Breastfeeding Benefits*

Room Straßburg **Adrian Chadi**, Mario Mechtel, Vanessa Mertins  
*Forced to Be Generous Experimental Evidence on the Behavioral Effects of Minimum Wages Outside the Laboratory*

**Rudi Stracke**, Uwe Sunde

*Dynamic Incentive Effects of Heterogeneity in Multi-Stage Promotion Contests*

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14:30 – 14:45 Coffee Break

14:45 – 16:15 Session 2

Room Luxemburg **Olga Lorenz**, Laszlo Goerke  
*Commuting and Sickness Absence*

Bernd Frick, **Friedrich Stein**

*Timing Matters: Worker Absenteeism in a Weekly Backward Rotating Shift Model*

Room Straßburg **Adrian Chadi**, **Mario Mechtel**, Vanessa Mertins  
*Smartphone Ban, Trust, and Workplace Productivity – Evidence From a Natural Field Experiment*

Katrin Manthei, **Dirk Sliwka**

*Multitasking and Subjective Performance Evaluations – Evidence from a Field Experiment*

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16:15 – 16:40 Coffee Break

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16:40 – 18:10	Session 3
Room Luxemburg	<b>Manuel Bagues, Mauro Sylos-Labini, Natalia Zinovyeva</b> <i>Does the Gender Composition of Scientific Committees Matter?</i>  <b>Astrid Kunze, Amalia R. Miller</b> <i>Women Helping Women? Evidence from Private Sector Data on Workplace Hierarchies</i>
Room Straßburg	<b>Sebastian Butschek, Patrick Kampkötter</b> <i>Screening Intensity and Layoffs during Probation</i>  <b>Daniel Dietz, Thomas Zwick</b> <i>You Retain Whom You Train: Analyzing the Effect of Training on Employee Retention</i>
18:10 – 18:15	Break
18:15 – 19:15	Keynote
Room Luxemburg	<b>John van Reenen</b> <i>Management and Management Practices</i>
20:00	Dinner (ZEW Bistro)

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9:00 – 10:30	Session 4
Room Luxemburg	<b>Arjan Non</b> <i>Reciprocity and Training</i>  Susanne Steffes, <b>Arne Warnke</b> <i>Gender Differences in Wages and Training</i>
Room Straßburg	<b>Tom Stolp</b> , Arjan Non, Thomas Dohmen <i>Self-Selection into Linear Contracts</i>  Uwe Jirjahn, <b>Jens Mohrenweiser</b> <i>Performance Pay and Applicant Screening</i>
10:30 – 11:00	Coffee Break
11:00 – 12:30	Session 5
Room Luxemburg	Michael Beckmann, <b>Elena Shvartsman</b> <i>Stress and Work Intensification: What is the Influence of Personnel Policy?</i>  Daniel Arnold, <b>Susanne Steffes</b> , Verena Wondratschek <i>How Does Working from Home Affect Quality of Work and Life?</i>
Room Straßburg	<b>Elena Grinza</b> <i>Replacing Workers: Is It a Boon or a Bane for Firm Productivity?</i>  <b>Kirsten Thommes</b> <i>Collective turnover – Entry Modes of Managers, and Organizational and Individual Success</i>
12:30 – 13:30	Lunch (ZEW Bistro)
13:30 – 15:00	Session 6
Room Luxemburg	Takao Kato, <b>Antti Kauhanen</b> , Essi Kujansuu <i>Individual and Group Incentives: An Econometric Case Study</i>  Guido Friebel, Matthias Heinz, Miriam Krüger, <b>Nick Zubanov</b> <i>Team Incentives and Performance: Evidence From a Retail Chain</i>
Room Straßburg	<b>Christian Grund</b> , Kirsten Thommes <i>Public Service Motivation – Disentangling the Role of Contract Types and Disparities within the Public Sector</i>  Stefan Bender, Nicholas Bloom, David Card, John Van Reenen, <b>Stefanie Wolter</b> <i>Of Managers and Management Practices: Evidence From Matched Employer Employee Data</i>
15:00 – 15:30	Coffee Break
15:30 – 16:30	Keynote
Room Luxemburg	<b>Thomas Zwick</b> <i>Work-Related Ability as Source of Information Advantages of Training Employers</i>
16:30	Farewell