

## Workshop „The Impact of Human Resource Management: Empirical Analyses of Firms and Employees“, ZEW Mannheim

**Friday, 22 November 2013**

9.30-10.00	Registration (Heinz-König-Hall)	
10.00 -11.15	Session 1	
Room 1		Welcome
	Dirk Sliwka	Keynote Lecture
11.15-11.30	Coffee Break (Heinz-König-Hall)	
11.30 -13.00	Session 2	
Room 1	<b>André van Hoorn</b>	Human Resource Management, Trust, and Comparative Economic Development
	Uschi Backes-Gellner, <b>Christian Rupiotta</b>	How to Combine Human Resource Management Systems and Human Capital Pools to Achieve Superior Innovation Performance
Room 2	<b>Jens Mohrenweiser</b> , Thomas Zwick	Managing Retention after Training in Transferable Skills: The Effect of a Wage Bonus during Training
	<b>Steffen Müller</b> , Jens Stegmaier	The Dynamic Effects of Works Councils on Labor Productivity: First Evidence from Panel Data
13.00-14.30	Lunch (ZEW Bistro)	
14.30-16.00	Session 3	
Room 1	Adrian Chadi, Sabrina Jeworrek, <b>Vanessa Mertins</b>	Does Task Meaning Matter in Retrospect?
	Mark Bernard, Thomas Dohmen, <b>Arjan Non</b> , Ingrid Rohde	Performance Pay and Multidimensional Sorting Revisited: the Role of Choice Sets, Preferences and Personality Traits
Room 2	Jens Mohrenweiser, Robert Wagner, <b>Thomas Zwick</b>	Determinants of Skilled Labour Market Entrants' Wages – Adverse Selection with Symmetric Information?
	<b>Ricardo Estrada</b>	Rules Rather Than Discretion: Teacher Hiring and Rent Extraction
16.00-16.30	Coffee Break (Heinz-König-Hall)	
16.30-18.00	Session 4	
Room 1	Alwine Mohnen, <b>Andreas Ostermaier</b>	Measuring and motivating creativity: The limits of objective performance measures
	<b>Christiane Bradler</b> , Susanne Neckermann, Arne Warnke	How creative are you? - An experimental study on competitive incentive schemes and multidimensional sorting in creative tasks
Room 2	<b>Adrian Chadi</b> , Clemens Hetschko	Job Changes and Job Satisfaction
	Christine Harbring, <b>Patrick Kampkötter</b> , Dirk Sliwka	Job Rotation and Employee Performance
18.30	Dinner (ZEW Bistro)	

**Saturday, 23 November 2013**

9.00-10.30	Session 5	
Room 1	Sotiris Georganas, Mirco Tonin, <b>Michael Vlassopoulos</b>	Peer Pressure and Productivity: The Role of Observing and Being Observed
	<b>Sabrina Jeworrek</b> , Vanessa Mertins	Do self-determined wages really improve employees' performance? Evidence from a field experiment
Room 2	Bernd Frick, Robert Simmons, <b>Friedrich Stein</b>	The Foregone Returns to "Healthy" Shift Plans: Evidence from a Large German Automobile Plant
	<b>Sacha Kapoor</b> , Arvind Magesan	Having it Easy: Consumer Discrimination and Specialization in the Workplace
10.30-11.00	Coffee Break (Heinz-König-Hall)	
11.00-12.30	Session 6	
Room 1	<b>Anders Frederiksen</b> , Fabian Lange, Ben Kriechel	Subjective Performance Evaluations and Employee Careers
	Susanne Steffes, <b>Arne Warnke</b>	New Evidence on the Determinants of Further Training: A Variance Decomposition with Employer-Employee Data
Room 2	<b>Daniel Arnold</b>	The intensive margin of sickness presenteeism: Empirical evidence from European survey data
	Daniel Arnold, <b>Tobias Brändle</b> , Lazlo Goerke	Sickness Absence, Works Councils, and Personnel Problems Evidence from German Individual and Linked Employer-Employee Data
12.30	Lunch (ZEW Bistro)	