

The First ZEW Conference on Research with and within Organizations

9 to 11 September 2024, Mannheim * ZEW – Leibniz Centre for European Economic Research * Time zone: UTC+2 (Germany)

MONDAY, 9 SEPTEMBER 2024

13:30 – 14:00	REGISTRATION AND OPENING REMARKS
14:00 – 15:00	KEYNOTE Steve Tadelis (Haas School of Business, University of Berkeley): “Learning, Sophistication, and the Returns to Advertising: Implications for Differences in Firm Performance”
15:00 – 15:20	COFFEE BREAK
15:20 – 17:00	EARLY CAREER RESEARCHER BEST PAPER SESSION Chair Volker Nocke (University of Mannheim) Jacob Kohlhepp (UNC Chapel Hill): “The Inner Beauty of Firms” Ratchanon Chotiputsilp (Erasmus Rotterdam): “Subsidy, Shirking and Strategy: Assessing the Effect of Consumption Subsidies on Work Effort and Intervening Strategies” Yuan Pei (Harvard): “Managing Subordinates’ Emotions: The Role of Middle Managers in Supporting Workplace Mental Health” Manuela Collis (Rotman Toronto): “Workplace Hostility”
17:00 – 17:20	COFFEE BREAK
17:20 – 18:40	Chair Andrej Gill (JGU Mainz) Erika Desserrano (Bocconi): “The Allocation of Incentives in Multi-Layered Organizations” Discussant: Volker Nocke (University of Mannheim) Jack Fisher (Harvard Business School): “Worker Welfare in the Gig Economy” Discussant: Andrej Gill (JGU, Mainz)
19:00 – 21:00	DINNER AT RHEINTERASSEN -- GASTHAUS AM FLUSS (ON INVITATION)

TUESDAY, 10 SEPTEMBER 2024

09:00 – 09:30

COFFEE

09:30 – 10:30

KEYNOTE**Canice Prendergast** (Booth School of Business, University of Chicago): “The Structure of the Social Organization”

10:30 – 10:50

COFFEE BREAK

10:50 – 12:30

EARLY CAREER RESEARCHER BEST PAPER SESSIONChair **Matthias Heinz** (University of Cologne and EconTribute)**Ritwika Sen** (Northwestern University) “Supervision at Work: Evidence from a Field Experiment”**Max Thon** (University of Cologne): “How to Attract Talents: Field Experimental Evidence on Emphasizing Job Flexibility and Pay in Job Advertisements”**Silvia Castro** (LMU Munich): “Prosocial Behavior in Organizations: Evidence from a Field Experiment on Public Recognition”**Elisabeth Leduc** (Erasmus University Rotterdam): “Training Jobseekers to Address Labour Shortages: An Experimental Study on Information Barriers”

12:30 – 13:30

LUNCH

13:30 – 14:50

Chair **Jacopo Bregolin** (University of Liverpool)**Hideo Owan** (Waseda, Tokyo): “People Management Skills, Senior Leadership Skills and the Peter Principle”Discussant: **Michael Kosfeld** (Goethe U, Frankfurt)**Maria Guadalupe** (INSEAD): “Norms at Work: Well-being, Performance and the “Dog-Eat-Dog” Culture in Academia”Discussant: **Jacopo Bregolin** (University of Liverpool)

14:50 – 15:20

COFFEE BREAK

15:20 – 16:20

KEYNOTE**Raffaella Sadun** (Harvard Business School): “(Re)training at scale: an organizational economics perspective”

16:20 – 16:45	COFFEE BREAK AND REGISTRATION FOR PRACTICE MEETS RESEARCHERS
16:45 – 17:45	<p>PRACTITIONER KEYNOTE: CHALLENGES FOR STRATEGIC HUMAN RESOURCE MANAGEMENT Clemens Schmid (People and Culture Catalyst, Roche Switzerland)</p> <p>Moderators: Alexia Delfino (Bocconi, Milan) and Guido Friebe (ZEW and Goethe U, Frankfurt)</p>
17:45 – 18:00	BREAK
18:00 – 19:15	<p>PANEL: HOW TO USE AI IN FIRMS UNDER INSTITUTIONAL AND CULTURAL CONSTRAINTS</p> <p>Moderator: Kevin Bauer (University of Mannheim) Participants: Irene Bertschek (ZEW), Bruno Gagliano (Roche), Katja Langenbucher (Goethe U, Frankfurt), Larissa Leitner (Empion)</p>
19:30 – 21:00	BARBEQUE DINNER AT ZEW

WEDNESDAY, 11 SEPTEMBER 2024

09:00 – 09:15	COFFEE
09:15 – 11:15	<p>Chair Alexia Delfino (Bocconi)</p> <p>Florian Englmaier (LMU, Munich): “Fostering Psychological Safety in Teams: Evidence from an RCT” Discussant: Florian Hett (JGU, Mainz)</p> <p>Morten Bennedsen (U Copenhagen): “Pay Transparency and Mental Health” Discussant: Frank Pisch (University of Darmstadt)</p> <p>Jonas Radbruch (HU Berlin): “Committee Deliberation and Gender Differences in Influence” Discussant: Alexia Delfino (Bocconi)</p>
11:15 – 11:30	COFFEE BREAK
11:30 – 12:45	<p>PANEL RESEARCH OPPORTUNITIES ON LABOR SHORTAGE AND REFUGEE INTEGRATION</p> <p>Moderators: Lukas Kagerbauer (IHK – Chamber of Commerce and University of Würzburg) and Cevat Aksoy (EBRD, London)</p>
12:45 – 13:45	CONCLUDING REMARKS AND SANDWICH LUNCH

SCIENTIFIC COMMITTEE

Florian Englmaier (LMU, Munich)

Guido Friebel (ZEW and Goethe U, Frankfurt)

Maria Guadalupe (INSEAD)

Matthias Heinz (University of Cologne and EconTribute)

Mitchell Hoffman (UC Santa Barbara)

Volker Nocke (University of Mannheim)

Canice Prendergast (Booth School of Business, University of Chicago)

Raffaella Sadun (Harvard Business School)

Steve Tadelis (Haas School of Business, University of Berkeley)