

CEDEFOP, EUROFOUND and IZA Conference on Workplace and Management Practices

Agenda

Thursday, August 20

Welcome

07:15-07:30 (US West Coast)
10:15-10:30 (US East Coast)
16:15-16:30 (CET)
17:15-17:30 (EET)

Keynote: Kathryn Shaw (Stanford University)

07:30-08:15 (US West Coast)
10:30-11:15 (US East Coast)
16:30-17:15 (CET)
17:30-18:15 (EET)

Session A – Performance

08:15-09:00 (US West Coast)
11:15-12:00 (US East Coast)
17:15-18:00 (CET)
18:15-19:00 (EET)

Xiaocheng Hu

“Subjective Performance Evaluation in a Multi-tasking Environment: a Firm-level Experiment in China”

Bernd Brandl

“What Explains the Use of HR Analytics to Monitor Employee Performance? An Analysis of the Role of the Organizational, Market, and Country Context”

Caroline Wehner

“Do Recruiters Select Skilled Workers with Different Personality Traits for Different Tasks? A Discrete Choice Experiment in Firms”

Break

09:00-09:15 (US West Coast)

12:00-12:15 (US East Coast)

18:00-18:15 (CET)

19:00-19:15 (EET)

Session B – Managerial Talent and Leadership

09:15-10:15 (US West Coast)

12:15-13:15 (US East Coast)

18:15-19:15 (CET)

19:15-20:15 (EET)

Audinga Baltrunaite

“Opening the Black-Box of Managerial Talent”

Maddalena Ronchi

“Managers’ gender attitudes and the gender gap”

Alessandra Fenizia

“Managers and Productivity in the Public Sector”

Morten Bennedsen

“Public Sector Leadership”

Session C - Employee Voice

10:15-11:00 (US West Coast)

13:15-12:00 (US East Coast)

19:15-20:00 (CET)

20:15-21:00 (EET)

Claudio Lucifora

“Collective bargaining, representation and performance in European workplaces”

John Addison

“Trust and Workplace Performance”

Fabio Landini

“Corporate Hierarchies under Employee Representation”

Friday, August 21

Welcome

07:25-07:30 (US West Coast)

10:25-10:30 (US East Coast)

16:25-16:30 (CET)

17:25-17:30 (EET)

Keynote: Chris Warhurst (University of Warwick)

07:30-08:15 (US West Coast)

10:30-11:15 (US East Coast)

16:30-17:15 (CET)

17:30-18:15 (EET)

Session – D Incentives

08:15-09:15 (US West Coast)

11:15-12:15 (US East Coast)

17:15-18:15 (CET)

18:15-19:15 (EET)

Jacob Alfitian

“When Bonuses Backfire: How Incentivizing Attendance Increases Absenteeism in the Workplace”

Ekkehard Ernst

“Work organisation and incentives - An international comparison”

Matthew Neidell

“Incentivizing Learning-By-Doing: The Role of Compensation Schemes”

Giovanni Russo

“Complex Job Design and Hierarchical Levels”

Break

09:15-09:30 (US West Coast)

12:15-12:30 (US East Coast)

18:15-18:30 (CET)

19:15-19:30 (EET)

Session E – Productivity

09:30-10:30 (US West Coast)

12:30-13:30 (US East Coast)

18:30-19:30 (CET)

19:30-20:30 (EET)

Michal Hodor

“Gig Workers and Performance Pay: A Dynamic Equilibrium Analysis of an On-Demand Industry”

Suanna Oh

“Does Financial Strain Lower Productivity?”

Krista Ruffini

“Belonging Affirmation Reduces Employee Burnout and Resignations in Front Line Workers”

Jan Sauermann

“Assessing Selection Bias of Non-experimental Estimates in Returns to Workplace Training”

Session F – Innovation

10:30-11:00 (US West Coast)

13:00-14:00 (US East Coast)

19:30-20:00 (CET)

20:30-21:00 (EET)

Filippo Belloc

“Multi-Layer Profit Sharing and Innovation”

Vanessa Schreiber

“Fostering Innovation through Empowered Workers - Experimental Evidence from the Bangladeshi Garment Industry”

End

11:00-11.10 (US West Coast)

14:00-14.10 (US East Coast)

20:00-20.10 (CET)

21:00-21.10 (EET)