

# 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

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13:30 – 14:00 REGISTRATION AND OPENING REMARKS

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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”

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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 **Maria Guadalupe** (INSEAD): “Norms at Work: Well-being, Performance and the  
“Dog-Eat-Dog” Culture in Academia”  
Discussant: Andrej Gill (JGU, Mainz)

**Erika Desserrano** (Bocconi): “The Allocation of Incentives in Multi-Layered  
Organizations”  
Discussant: TBD

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19:00 – 21:00 DINNER AT RHEINTERASSEN -- GASTHAUS AM FLUSS (ON INVITATION)

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**TUESDAY, 10 SEPTEMBER 2024**

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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”

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10:30 – 10:50

COFFEE BREAK

10:50 – 12:30

**EARLY CAREER RESEARCHER BEST PAPER SESSION**

Chair **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”

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12:30 – 13:30

LUNCH

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13:30 – 14:50

**Jack Fisher** (Harvard Business School): “Worker Welfare in the Gig Economy”  
Discussant: **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)

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14:50 – 15:20

COFFEE BREAK

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15:20 – 16:20

**KEYNOTE**

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

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16:20 – 16:45 COFFEE BREAK AND REGISTRATION FOR PRACTICE MEETS RESEARCHERS

16:45 – 17:45 **PRACTITIONER KEYNOTE:**  
**CHALLENGES FOR STRATEGIC HUMAN RESOURCE MANAGEMENT**  
**Clemens Schmid** (People and Culture Catalyst, Roche Switzerland)

Moderators: **Alexia Delfino** (Bocconi, Milan) and  
**Guido Friebel** (ZEW and Goethe U, Frankfurt)

17:45 – 18:00 BREAK

18:00 – 19:15 **PANEL: HOW TO USE AI IN FIRMS UNDER INSTITUTIONAL AND CULTURAL CONSTRAINTS**

Moderator: **Kevin Bauer** (University of Mannheim)  
Participants tba

19:30 – 21:00 BARBEQUE DINNER AT ZEW

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### WEDNESDAY, 11 SEPTEMBER 2024

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09:00 – 09:15 COFFEE

09:15 – 11:15 **Florian Englmaier** (LMU, Munich): “Fostering Psychological Safety in Teams: Evidence from an RCT”  
Discussant:

**Morten Bennedsen** (U Copenhagen):  
“Pay Transparency and Mental Health”  
Discussant: **Frank Pisch** (University of Darmstadt)

**Amelie Schiprowski** (University of Bonn): “Committee Deliberation and Gender Differences in Influence”  
Discussant: **Alexia Delfino** (Bocconi)

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11:15 – 11:30 COFFEE BREAK

11:30 – 12:45 **PANEL RESEARCH OPPORTUNITIES ON LABOR SHORTAGE AND REFUGEE INTEGRATION**

Moderator: **Lukas Kagerbauer** (IHK – Chamber of Commerce and University of Würzburg)  
Participants tba

12:45 – 13:45 CONCLUDING REMARKS AND SANDWICH LUNCH

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**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)