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
Discussant: Astrid Kunze (TBC)
Erika Desserrano (Bocconi): “The Allocation of Incentives in Multi-Layered Organizations”
Discussant: Emmanuelle Auriol (TBC)

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 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”

12:30 – 13:30 LUNCH

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)

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
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)

19:30 – 21:00
BARBEQUE DINNER AT ZEW

WEDNESDAY, 11 SEPTEMBER 2024

09:00 – 09:15
COFFEE

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

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)

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)

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